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## ABSTRACT

A description of unionization among college faculty from January 1 through December 31, 1987 focuses on agents elected, the American Federation of Teachers, the National Education Association, the American Association of University Professors, no-agent elections, decertifications, strikes, legislation, demographic analysis, and first contracts signed. Of note in 1987 is the lack of organizing of any new full-time faculty bargaining units for the first time in 16 years. Also, only one election was held where the target group for organizing the drive was full-time, tenure-track faculty. Updated institutional listings are given in this directory, which resolves questions about contract status, agent affiliation, and contract expiration for campuses where follow-up answers had not been received for several years. Statistical information is provided on faculty contracts and bargaining agents in public and private U.S. institutions; adjunct faculty contracts and bargaining agents in the United States; faculty collective bargaining at Canadian universities; summary of U.S. elections in 1987; a statistical analysis consisting of 17 tables; and no-agent votes from 1971-1987. An index of U.S. and Canadian institutions cited is featured. (SM)

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Volume 14 • January 1988

# Directory of Faculty Contracts and Bargaining Agents In Institutions of Higher Education

Joel M. Douglas  
with  
Beth Genya Cohen

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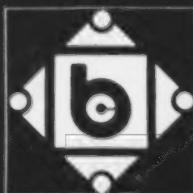
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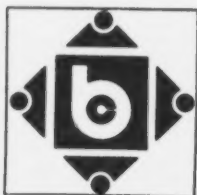
Volume 14 • January 1988

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**Joel M. Douglas**

**with**

**Beth Genya Cohen**



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HIGHER EDUCATION AND THE PROFESSIONS—BARUCH COLLEGE  
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## UNIONIZATION AMONG COLLEGE FACULTY

January 1 - December 31, 1987

### INTRODUCTION

Modest increases were reported in virtually every category used to record collective bargaining in higher education (CBHE), however, for the first time since the Center began tabulating such data in 1974, no bargaining units consisting of full-time, tenure-track faculty were organized. Of the four new bargaining units in which agents were elected in 1987, three consisted of part-time faculty and one of teaching assistants. The number of recognized bargaining agents increased by 1.8% over the previous year from 458 to 466, while the number of negotiated agreements increased by 1.6% from 427 to 434. The number of faculty represented by certified bargaining agents is approximately 213,673, an increase of 2.7% over the previous year. The number of unionized campuses is estimated at 1028 or 31% of the total of 3331. This unionization percentage includes 61% of all two-year public institutions, four percent of two-year private institutions, 65% of all four-year public institutions and five percent of all four-year private institutions. These statistics, representing the extent of faculty unionization, reflect the highest totals since the Center started tracking this data in 1984.

Part of the growth in the number of recognized bargaining agents may be slightly inflated and attributed to improved reporting procedures by the national faculty organizations, and a certain time lag in the identification of NEA locals organized since the Ohio and Illinois collective bargaining bills were passed in 1983. An additional segment of the increase may be attributed to institutional mergers and/or other such realignments and may not reflect actual growth.

Of the 11 elections held in 1987, only one (University of Kansas) involved an organizing drive designed to gain representation rights for a unit of full-time, tenure-track faculty. This marks a shift away from organizing full-time faculty and an increase in organizing efforts directed at part-time and non-tenure track groups.

The dichotomy between the private and public sectors was again evident in 1987. All of the 11 elections held were at public institutions. A further indication of the decline in private sector bargaining was the decertification of three private sector units. As we have stated before, it is evident that the ruling by the United States Supreme Court in NLRB v. Yeshiva University, 444 US. 672 (1980), which denied faculty who have been designated as managerial employees the right to bargain under the protection of the National Labor Relations Act, has had a devastating impact on private sector faculty organizing. The number of private sector bargaining agents and negotiated contracts stands at 74.

### AGENTS ELECTED

Eleven bargaining agent elections were held in 1987, although only one was directed at representing unorganized full-time, tenure-track faculty. The number of newly elected agents was three, with the results still pending in one. Of the three agents elected, two consisted of part-time teaching faculty, while the third, teaching assistants. Seven additional elections were held concerning change in agent status or challenge to agent status. Of these, agents and/or affiliations were changed in five. An analysis of faculty union organizing and agent election follows:

## AFT

The American Federation of Teachers and their local affiliates were involved in 10 elections, winning seven and losing two, while the results in one are still pending. New AFT locals include the part-time faculty at the New Jersey State College System, the part-time faculty at the Vermont State College System, the teaching assistants at the University of Wisconsin at Madison, the professional staff at Mercer County Community College, the faculty at San Diego Community College, and a new joint affiliation for the faculty bargaining unit with the AAUP at Temple University.

At the New Jersey State College System, the AFT defeated "No-Agent" by a vote of 56 to 9 for a bargaining unit of 105 faculty. The full-time members of the eight-campus New Jersey State College System have been represented by the AFT since 1972. The part-time faculty at the Vermont State College System elected AFT over "No-Agent" by a vote of 63 to 7. This 76 member bargaining unit is part of the five-campus state system which has been represented by the AFT since 1973. At the University of Wisconsin at Madison, one of the few universities where teaching assistants bargain pursuant to legislation, the TAA/AFT defeated "No-Agent" by a vote of 969 to 640 for representation rights for a unit of 2,227. The teaching assistants had been previously organized pursuant to a voluntary agreement which subsequently expired. The TA's were given statutory bargaining rights in 1985 and the AFT is now their elected bargaining agent. An AAUP/AFT coalition defeated "No-Agent" by a vote of 292-232 for a unit of 1000 part-time faculty and librarians at the University of Pittsburgh but the results of this election are still pending due to 202 challenged ballots.

In elections involving a change in agent status, the AFT lost two locals to the NEA at Dutchess Community College. In an election by full-time faculty, the NEA defeated NYSUT, the AFT affiliate, by a vote of 87 to 7 for a bargaining unit of 209. The 250 member adjunct unit at the same institution had previously agreed to be bound by the vote of the full-time faculty unit. NYSUT had organized the regular faculty at Dutchess in 1965, and the adjunct faculty in 1985. At Mercer County Community College, New Jersey, the AFT won bargaining rights for a unit of 92 professional staff members from the NEA by a vote of 60-12. At San Diego Community College, California, the AFT defeated the NEA by a vote of 335 to 275 to win bargaining rights for a unit of 461 full-time and 1,970 part-time faculty. At Temple University, the AAUP chapter, and the AFT affiliated, and is now classified as a joint affiliation. The bargaining unit at Temple is 1,052.

The AFT defeated a challenge by the NEA to their agent status at Los Rios Community College, California, receiving 632 votes to 313 for the NEA in a unit of 1,346.

The AFT and their affiliates represent faculty at 134 colleges and universities. This includes 110 public, and 24 private institutions. Of these, 45 are four-year colleges, while 89 are two-year institutions.

## NEA

The National Education Association and their local affiliates were involved in six elections, winning two, while losing four. Their two new units are the full-time and adjunct faculty at Dutchess Community College which had previously affiliated with the AFT. The NEA defeated AFT 87 to 7 for representation rights for the full-time faculty at Dutchess, and, as a result, also gained bargaining rights for

adjunct faculty who had previously indicated that they would go along with the results of the full-time faculty election. The NEA lost a unit of 92 professional staff at Mercer County Community College in New Jersey by a vote of 60-12 to the AFT. An NEA local at San Diego Community College, consisting of 461 full-time faculty and 1,970 part-time faculty voted to affiliate with the AFT instead of the NEA by a vote of 335 to 275. The NEA and their California affiliate, the CTA, had been the bargaining agent at San Diego since 1977. At Los Rios Community College in California, the NEA unsuccessfully challenged the AFT for bargaining rights for a unit of 1,346 faculty. The AFT received 632 to 313 for the NEA.

The NEA was involved in a lengthy organizing drive at the University of Kansas for representation rights for a unit of 1,017 faculty. The NEA received 216 votes, while "No-Agent" received 440. The AAUP was also involved in the election and received 191 votes.

The NEA and their affiliates currently represent faculty at 223 institutions. These include 205 public, and 18 private colleges. Of these, 36 are four-year colleges, while 187 are two-year institutions.

#### **AAUP**

The American Association of University Professors was involved in one election in 1987. The AAUP received 191 votes at the University of Kansas in an organizing drive for a unit of 1,017 faculty. "No-Agent" received 440 votes, while the NEA/KEA received 216. The AAUP affiliate at Temple University agreed to a joint affiliation with the AFT for bargaining purposes for a unit of 1,052. An AAUP/AFT coalition defeated "No-Agent" at the University of Pittsburgh, 292-232, for a unit of part-time faculty and librarians, however, the results of that election are still pending due to 202 challenged votes.

The AAUP and their affiliates represent faculty at 41 colleges and universities. This includes faculty at 24 public and 17 private institutions. Of these, 37 are four-year colleges, and four are two-year institutions.

#### **"NO-AGENT" ELECTIONS**

Only one "No-Agent" election was reported in 1987. In a strenuously contested election for representation rights of a unit of 1,017 faculty at the University of Kansas, the supporters of "No-Agent" defeated the NEA/KEA and the AAUP by a vote of 440 to 216 to 191.

#### **DECERTIFICATIONS**

Five faculty units were decertified in 1987, only one of which was a direct result of Yeshiva. The faculty at Curry College, the University of Dubuque Seminary, the part-time unit at Rutgers State University, and the administrators at Lansing Community College all voluntarily decertified themselves. Curry College had previously had a Yeshiva claim which had been resolved after a withdrawal of certain bargaining rights by the AAUP. The faculty at the University of Dubuque Seminary had been organized in 1973, and at the time of decertification, had a bargaining unit of only 13. No information is available as to the reason for the voluntary decertification by the administrative association at Lansing Community College, Michigan, or the part-time faculty at Rutgers University, both of which were represented by independent groups. The Rutgers part-time faculty have been organized since 1978 and



had not negotiated their initial agreement.

The most significant decertification, in terms of size and collective bargaining history, occurred at Fairleigh Dickinson University in New Jersey, where the AAUP chapter was decertified based on a Yeshiva claim. The 495 full- and part-time members of the bargaining unit had been organized since 1974.

Changes in bargaining agents, although technically decertifications, do allow the continuation of collective bargaining. For technical purposes, they are considered decertifications, as one bargaining agent certificate is revoked with a new one being issued. These types of decertifications occurred at Dutchess Community College, Mercer County Community College, San Diego Community College and Temple University.

One related decertification matter occurred at the University of Pittsburgh, where an organizing drive was conducted by the AAUP and AFT for a unit of regular tenure stream faculty. During the course of the organizing campaign, the unions and administration agreed to submit the Yeshiva managerial question as it impacted on this group to the Pennsylvania Labor Relations Board for a determination. A hearing examiner for the Board found that the faculty were managerial and not entitled to bargain under the protection of the Pennsylvania statute. That decision does not impact in any way on the bargaining certificate that was previously issued in 1976 to an independent organization representing 831 full- and part-time faculty at the University of Pittsburgh Medical School. That organization technically holds the bargaining certificate although they have not yet bargained a contract.

## STRIKES

There were three reported work stoppages during 1987, all of which occurred in the fall semester of the 1987/88 academic year. This marks a substantial decrease in strike activity from previous years and while it is unclear if a trend toward less strike activity is developing, the lack of strikes in 1987 should be noted. The average mean length of these strikes was 2.3 work days. Set forth below are the institutions, size of faculty unit, faculty agent, and length of strike for each reported stoppage.

1. Ferris State College: 507 full-time faculty, NEA, 4-days
2. University of Bridgeport: 245 faculty, AAUP, 1-day
3. Shawnee State Community College: 78 full-time, 68 support staff, NEA, 2-days

## LEGISLATION

Only one collective bargaining bill was passed during 1987. That bill granted collective bargaining rights to academic personnel in the community colleges in the state of Washington. This bill amended a previous law enacted in 1973 and changed the existing statute from a meet and confer requirement to collective bargaining. It further strengthened various administrative aspects of the collective bargaining process as well as the machinery to enforce the law. The law is one of the few in the nation that specifically addresses collective bargaining in higher education and is the only one limited to community college faculty. It should be noted that Washington State does not have enabling legislation for faculty bargaining at four-year public colleges. The number of states with enabling legislation for CBHE is now 27. An



additional three states, allow collective bargaining pursuant to local governing board authorization. For a complete listing of all collective bargaining legislation see Directory, Table Eleven.

### DEMOGRAPHIC ANALYSIS

The exact tabulation of the number of college faculty represented by collective bargaining agents has proven a difficult number to develop. Several factors contribute to this problem, some of which are identified below:

1. There is no one number that is universally agreed upon as the number of teaching faculty in the United States. The National Center for Educational Statistics (NCES) and the Higher Education Directory (HED), as well as our own contract data bank, serve as the information source from which our numbers are developed.

2. Many institutions do not report their faculty by full-time and part-time, but instead by full-time equivalent. Since collective bargaining units are not defined along those lines, it is somewhat difficult to distinguish between full-time and part-time faculty that are represented.

3. The number of adjuncts in any one given semester is subject to severe fluctuations. Since the use of adjunct faculty is enrollment driven, there is no guarantee of any set number. This manifests itself in further complications as one attempts to develop the total size of any specific faculty unit.

4. Other problems include a lack of knowledge on the part of those who are often asked for information such as unit membership. Quite often they confuse unit and union membership and therefore generate a lower number. Nevertheless, we use all information available to us and we estimate that the number of college faculty represented by collective bargaining units in 1987 rose from 208,147 to 213,673 an increase of 2.7%. Although a certain part of this number is due to improved reporting procedures and may be slightly inflationary, it is interesting to note that increases are still being reported while the overall labor movement membership is in a period of general decline.

The number of public sector faculty represented by bargaining agents has increased by 2.6%, from 198,647 in 1987 to 203,744 in 1988. An increase of 4.5% was noted in the number of represented faculty at private colleges.

Although the Directory includes data pertaining to collective bargaining in Canada, the demographic analysis applies only to colleges in the United States.

### FIRST CONTRACT SIGNED

The time period between the certification of a bargaining unit and negotiation of the first contract can vary from several months to several years. Four first contracts were signed in 1987 all of which occurred at institutions that had been unionized in 1986 or previously. The College of Insurance, Dutchess Community College adjunct faculty, Santa Barbara Community College faculty, and the nursing staff at the University of Washington all signed their initial contracts. The dates of the agreements can be obtained from the Summary of Elections section in this Directory and under each institution listing.

## SUMMARY AND CONCLUSIONS

It is difficult to describe collective bargaining in higher education in 1987 without making specific reference to the lack of organizing of any new full-time faculty bargaining units for the first time since the Center was founded some 16 years ago. The only newly organized units this year were part-time faculty and teaching assistants. What is also significant is the fact that only one election was held (University of Kansas) where the target group for the organizing drive was full-time, tenure-track faculty. This may mark a shift in union organizing drives away from full-time faculty to adjunct groups, or may just be an aberration in the process.

The lack of any new enabling legislation, or even noticable drives behind new bills, will most likely have a long-term negative effect in further faculty unionization. It has been suggested that nearly all eligible faculty in those states where enabling legislation currently exists and who have expressed an interest in organizing, have been organized, and therefore, absent any new legislation, further growth will be limited. The three national agents, well aware of this problem, are making strategic choices with respect to organizing drives. The NEA and AFT appear to be recruiting adjunct faculty and support groups, while AAUP is making no move in this direction.

The number of challenges and raids to established units continues. Five contested elections were held in the past year involving challenges to existing unit structure relationships. The NEA and AFT each took two units away from the other, while the AFT was successful against the NEA in their defense of their unit at Los Rios Community College. In another contested election (University of Kansas), the NEA and AAUP competed for the pro-collective bargaining vote. If one adds the NEA total of 216 to the AAUP total of 191, one notes the slight margin of victory by "No-Agent", 440. As has been noted by the Center in the past, there appears to be a continuation of inter-agent rivalry between the three national organizations which shows little, if any, signs of lessening.

One of the most dramatic events of the year is not reflected in this Directory since it did not involve a unit election but instead focused on a ruling by a hearing examiner for the Pennsylvania Labor Relations Board. That decision held that the faculty at the University of Pittsburgh were managerial and not entitled to bargain collectively under the protection of the Pennsylvania Labor Relations Act. This case is currently on appeal to the Labor Relations Board of the State of Pennsylvania. What is significant is that this is the first extension of the Yeshiva doctrine to a public sector college and, if allowed to continue unchecked, might develop into a crippling blow for public sector bargaining in higher education to the same extent that Yeshiva has already been in the private sector.

If one were to speculate as to what might lie ahead for CBHE, several salient points should be noted. First, private sector faculty bargaining will most likely continue to diminish with a decreased number of institutions partaking of the process in future years. Second, there is no lead Yeshiva case currently before any of the courts or agencies that appear to give any relief to academic unions. Third, future studies of CBHE will most likely develop into studies of public sector CBHE with minimal attention given to the private sector. Fourth, no decreases are expected in the number of organized faculty as long as the entire academic profession continues to grow or continue at present staffing levels. Fifth, increases are expected to occur in the number of adjunct bargaining units as part-time faculty, evermore aware of job security and fringe benefit rights and expectations, will continue to see union representation as a viable means of securing these goals.

In sum, collective bargaining in higher education remains a viable means of governance for the over 30% of the nation's college and university campuses that have chosen this mechanism.

## ACKNOWLEDGMENTS

Volume 14 of the Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education represents a continuation and development of a project that the Center first began in 1975 as an eighteen-page document. The Directory has come a long way since that time and is today widely recognized and cited as the definitive compilation and reference guide for collective bargaining in higher education.

The major focus in this volume was to update the many listings from institutions where we had not received current materials. We also made a concentrated effort to resolve several outstanding questions concerning contract status, agent affiliation, and contract expiration for those campuses where follow-up answers had not been received in several years. We believe that we achieved both of these goals and that Volume 14 is the most up to date Directory with respect to our January 1 cut-off date, that we have yet published.

As in the past, this has clearly been a group project; in this case, the primary group consists of four. Beth Genya Cohen, a graduate student and researcher with the Center, was responsible for data collection, analysis and tabular and graphic construction. This was Beth's first Directory and she did an admirable job. Ruby N. Hill, who is our repository for every chart, table and software diskette, inputted the entire volume from start to finish. Beth Hillman Johnson served as coordinator of production and was in charge of overall editing. Joel M. Douglas served as project director.

As part of the "second group", those in the academic collective bargaining community who know what is happening in the field, we are also indebted. This group includes Perry Robinson (AFT), Norman Kopmeyer and Steven Finner (AAUP), Gerie Bledsoe and Art Parson (NEA), Christiane Tardif-Dulude (CAUT) and Katie FitzRandolph (OPSEU). Jasmine Tata of the National Center staff assisted in proofreading and in the preparation of several tables and the index.

My deep appreciation to all those who assisted in this project for an outstanding job. We apologize for any errors or omissions and are pleased and proud to present this volume of the Directory to the practitioners, researchers and students of academic collective bargaining.

J. M. D.

FACULTY CONTRACTS AND BARGAINING AGENTS  
IN PUBLIC AND PRIVATE INSTITUTIONS  
IN THE UNITED STATES

FACULTY CONTRACTS AND BARGAINING AGENTS<sup>1</sup>  
IN PUBLIC AND PRIVATE INSTITUTIONS

| Institution                                   | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-----------------------------------------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
| <u>ALASKA</u>                                 |                   |           |                    |                    |                 |                  |                     |
| University of Alaska Community College System | AFT               | 273       | 1974               | 1974               | 2               | 11               | 3/31/89             |
| Anchorage C.C.                                |                   |           |                    |                    | 2               |                  |                     |
| Juneau-Douglas C.C.                           |                   |           |                    |                    | 2               |                  |                     |
| Kenai Peninsula C.C.                          |                   |           |                    |                    | 2               |                  |                     |
| Ketchikan C.C.                                |                   |           |                    |                    | 2               |                  |                     |
| Kodiak C.C.                                   |                   |           |                    |                    | 2               |                  |                     |
| Kuskokwim C.C.                                |                   |           |                    |                    | 2               |                  |                     |
| Matanuska-Susitna C.C.                        |                   |           |                    |                    | 2               |                  |                     |
| Northwest C.C.                                |                   |           |                    |                    | 2               |                  |                     |
| Prince William Sound C.C.                     |                   |           |                    |                    | 2               |                  |                     |
| Sitka C.C.                                    |                   |           |                    |                    | 2               |                  |                     |
| Tamaka Valley C.C.                            |                   |           |                    |                    | 2               |                  |                     |
| <u>ARIZONA</u>                                |                   |           |                    |                    |                 |                  |                     |
| Pima Community College                        | PCCEA/AEA/NEA     | 280       | 1978               | 1978               | 2               | 4                | 6/30/88             |
| Community Campus                              |                   |           |                    |                    | 2               |                  |                     |
| Downtown Campus                               |                   |           |                    |                    | 2               |                  |                     |
| East Campus                                   |                   |           |                    |                    | 2               |                  |                     |
| West Campus                                   |                   |           |                    |                    | 2               |                  |                     |
| <u>CALIFORNIA</u>                             |                   |           |                    |                    |                 |                  |                     |
| Antelope Valley Community College             | NEA               | 250       | 1986               | ---                | 2               | 1                |                     |



| Institution                     | Bargaining Agent+    | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---------------------------------|----------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>CALIFORNIA (Cont'd.)</b>     |                      |           |                    |                    |                 |                  |                     |
| Barstow Community College       | NEA                  | 65        | 1979               | 1979               | 2               | 1                | 6/30/87             |
| Butte College <sup>2</sup>      | CTA/NEA              | 125       | 1978               | 1978               | 2               | 1                | 6/30/81             |
| Cabrillo College                | AFT                  | 402       | 1984               | 1986               | 2               | 1                | 6/30/88             |
| California State University     | CFA/<br>AAUP/<br>NEA | 19,500    | 1982               | 1982               | 4               | 19               | 6/30/91             |
| Cal. Polytech. St. Univ.        |                      |           |                    |                    |                 |                  |                     |
| San Luis Obispo                 |                      |           |                    |                    | 4               |                  |                     |
| Cal. St. Col.-Bakersfield       |                      |           |                    |                    | 4               |                  |                     |
| Cal. St. Polytech. Univ.-Pomona |                      |           |                    |                    | 4               |                  |                     |
| Cal. St. Univ.-Chico            |                      |           |                    |                    | 4               |                  |                     |
| Cal. St. Univ.-Dominguez Hills  |                      |           |                    |                    | 4               |                  |                     |
| Cal. St. Univ.-Fresno           |                      |           |                    |                    | 4               |                  |                     |
| Cal. St. Univ.-Fullerton        |                      |           |                    |                    | 4               |                  |                     |
| Cal. St. Univ.-Hayward          |                      |           |                    |                    | 4               |                  |                     |
| Cal. St. Univ.-Long Beach       |                      |           |                    |                    | 4               |                  |                     |
| Cal. St. Univ.-Los Angeles      |                      |           |                    |                    | 4               |                  |                     |
| Cal. St. Univ.-Northridge       |                      |           |                    |                    | 4               |                  |                     |
| Cal. St. Univ.-Sacramento       |                      |           |                    |                    | 4               |                  |                     |
| Cal. St. Univ.-San Bernadino    |                      |           |                    |                    | 4               |                  |                     |
| Cal. St. Univ.-Stanislaus       |                      |           |                    |                    | 4               |                  |                     |
| Humboldt St. Univ.              |                      |           |                    |                    | 4               |                  |                     |
| San Diego St. Univ.             |                      |           |                    |                    | 4               |                  |                     |
| San Francisco St. Univ.         |                      |           |                    |                    | 4               |                  |                     |
| San Jose St. Univ.              |                      |           |                    |                    | 4               |                  |                     |
| Sonoma St. Univ.                |                      |           |                    |                    | 4               |                  |                     |
| o Academic Support              | APC/AFT              | 1,500     | 1982               | 1982               | 4               | 19               | 6/30/89             |
| o Physicians Unit               | UAPD                 | 150       | 1982               | 1982               | 4               | 19               | 6/30/90             |
| o Health Care Support           | CSEA                 | 300       | 1982               | 1982               | 4               | 19               | 6/30/88             |

| Institution                         | Bargaining Agent+  | Unit Size        | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------------------------------|--------------------|------------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>CALIFORNIA (Cont'd.)</b>         |                    |                  |                    |                    |                 |                  |                     |
| Chabot College                      | NEA                | 272 ft<br>300 pt | 1978               | 1979               | 2               | 2                | 6/30/87             |
| Hayward Campus                      |                    |                  |                    |                    | 2               |                  |                     |
| Valley Campus                       |                    |                  |                    |                    | 2               |                  |                     |
| Chaffey Community College           | CTA/NEA            | 309              | 1980               | 1981               | 2               | 1                | 6/30/87             |
| Citrus College                      | CTA/NEA            | 130              | 1977               | 1977               | 2               | 1                | 7/1/85              |
| *Claremont Colleges                 | OPEIU <sup>3</sup> | Librar-<br>ians  |                    | 1972               | 4               | 6                | None in<br>effect   |
| Claremont McKenna Col.              |                    |                  |                    |                    | 4               |                  |                     |
| Claremont Univ. Grad. School        |                    |                  |                    |                    | 4               |                  |                     |
| Harvey Mudd Col.                    |                    |                  |                    |                    | 4               |                  |                     |
| Pitzer Col.                         |                    |                  |                    |                    | 4               |                  |                     |
| Pomona Col.                         |                    |                  |                    |                    | 4               |                  |                     |
| Scripps Col.                        |                    |                  |                    |                    | 4               |                  |                     |
| Coast Community College<br>District | AFT                | 600              | 1979               | 1980               | 2               | 3                | 6/30/89             |
| Coastline C.C.                      |                    |                  |                    |                    | 2               |                  |                     |
| Golden West C.C.                    |                    |                  |                    |                    | 2               |                  |                     |
| Orange Coast C.C.                   |                    |                  |                    |                    | 2               |                  |                     |
| o Part-time                         | NEA                | 1,100            | 1979               | 1980               | 2               | 3                | 9/1/87              |
| College of the Redwoods             | Ind.               | 93 ft<br>300 pt  | 1976               | 1976               | 2               | 1 <sup>4</sup>   | 8/31/88             |
| College of the Sequoias             | NEA                | 115              | 1976               | 1977               | 2               | 1                | 6/30/87             |

| Institution                                   | Bargaining Agent+  | Unit Size      | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-----------------------------------------------|--------------------|----------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>CALIFORNIA (Cont'd.)</b>                   |                    |                |                    |                    |                 |                  |                     |
| Compton Community College                     | AFT                | 80 ft<br>30 pt | 1978               | 1979               | 2               | 1                | 6/30/82             |
| Contra Costa Community College District       | Ind.               | 500<br>f/pt    | 1977               | 1977               | 2               | 3                | 6/30/87             |
| Contra Costa Col.                             |                    |                |                    |                    | 2               |                  |                     |
| Diablo Valley Col.                            |                    |                |                    |                    | 2               |                  |                     |
| Los Medanos Col.                              |                    |                |                    |                    | 2               |                  |                     |
| El Camino Community College                   | AFT                | 770<br>f/pt    | 1977               | 1977               | 2               | 1                | 12/31/89            |
| Foothill-DeAnza Community College District    | Ind.               | 1,200<br>f/pt  | 1977               | 1977               | 2               | 2                | 6/30/83             |
| DeAnza Col.                                   |                    |                |                    |                    | 2               |                  |                     |
| Foothill Col.                                 |                    |                |                    |                    | 2               |                  |                     |
| Gavilan Community College                     | NEA/CTA            | 69 ft          | 1976               | 1976               | 2               | 1                | 6/30/90             |
| Glendale Community College                    | AFT                | 415            | 1979               | 1980               | 2               | 1                | 6/30/88             |
| Grossmont/Cuyamaca Community College District | Ind.<br>(NEA 1977) | 480<br>f/pt    | 1983               | 1978               | 2               | 2                | 6/30/87             |
| Cuyamaca Col.                                 |                    |                |                    |                    | 2               |                  |                     |
| Grossmont Col.                                |                    |                |                    |                    | 2               |                  |                     |
| Imperial Valley College                       | NEA/CTA            | 77             | 1982               | 1984               | 2               | 1                | 6/30/89             |

| Institution                          | Bargaining Agent+ | Unit Size  | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--------------------------------------|-------------------|------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>CALIFORNIA (Cont'd.)</b>          |                   |            |                    |                    |                 |                  |                     |
| Kern Community College District      | CTA/NEA           | 329        | 1977               | 1977               | 2               | 3                | 6/30/86             |
| Bakersfield Col.                     |                   |            |                    |                    | 2               |                  |                     |
| Cerro Coso Col.                      |                   |            |                    |                    | 2               |                  |                     |
| Porterville Col.                     |                   |            |                    |                    | 2               |                  |                     |
| Lassen Community College             | AFT               | 50         | 1986               | ---                | 2               | 1                |                     |
| Long Beach City College              | NEA               | 312 ft     | 1979               | 1979               | 2               | 2                | 6/30/88             |
| Liberal Arts Campus                  |                   |            |                    |                    | 2               |                  |                     |
| Pacific Coast Campus                 |                   |            |                    |                    | 2               |                  |                     |
| Los Angeles Community College System | AFT               | 4,800 f/pt | 1976               | 1978               | 2               | 10               | 6/30/83             |
| East L.A. Col.                       |                   |            |                    |                    | 2               |                  |                     |
| L.A. City Col.                       |                   |            |                    |                    | 2               |                  |                     |
| L.A. Harbor Col.                     |                   |            |                    |                    | 2               |                  |                     |
| L.A. Metropolitan Col.               |                   |            |                    |                    | 2               |                  |                     |
| L.A. Mission Col.                    |                   |            |                    |                    | 2               |                  |                     |
| L.A. Pierce Col.                     |                   |            |                    |                    | 2               |                  |                     |
| L.A. Southwest Col.                  |                   |            |                    |                    | 2               |                  |                     |
| L.A. Trade-Tech. Col.                |                   |            |                    |                    | 2               |                  |                     |
| L.A. Valley Col.                     |                   |            |                    |                    | 2               |                  |                     |
| West L.A. Col.                       |                   |            |                    |                    | 2               |                  |                     |
| Los Rios Community College System    | AFT               | 1,346 f/pt | 1977               | 1977               | 2               | 3                | 6/30/90             |
| Amer. River Col.                     |                   |            |                    |                    | 2               |                  |                     |
| Cosumnes River Col.                  |                   |            |                    |                    | 2               |                  |                     |
| Sacramento City Col.                 |                   |            |                    |                    | 2               |                  |                     |

| Institution                                 | Bargaining Agent+     | Unit Size        | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---------------------------------------------|-----------------------|------------------|--------------------|--------------------|-----------------|------------------|---------------------|
| Los Rios Community College System (Cont'd.) |                       |                  |                    |                    |                 |                  |                     |
| Campus Center<br>Cosumnes River College     |                       |                  |                    |                    | 2               |                  |                     |
| Marin Community College                     | AFT<br>(NEA 1976)     | 550              | 1978               | 1980               | 2               | 2                | 6/30/90             |
| Col. of Marin                               |                       |                  |                    |                    | 2               |                  |                     |
| Indian Valley Col.                          |                       |                  |                    |                    | 2               |                  |                     |
| Merced College                              | NEA                   | 130              | 1976               | 1977               | 2               | 1                | 6/30/84             |
| Monterey Peninsula Community College        | NEA                   | 400              | 1978               | 1980               | 2               | 1                | 6/30/89             |
| ∞ Mount San Antonio College                 | NEA                   | 744 ft           | 1976               | 1978               | 2               | 1                | 12/31/87            |
| Mount San Jacinto College                   | NEA                   | 44 ft            | 1977               | 1977               | 2               | 1                | 6/30/88             |
| Napa Valley College <sup>5</sup>            | NEA                   | 102 ft<br>179 pt | 1977               | ---                | 2               | 1                | 6/30/88             |
| North Orange County Community College       | NEA                   | 550              | 1979               | 1981               | 2               | 2                | 6/30/87             |
| Cypress Col.                                |                       |                  |                    |                    | 2               |                  |                     |
| Fullerton Col.                              |                       |                  |                    |                    | 2               |                  |                     |
| Palo Verde Community College                | CTA/NEA<br>(AFT 1976) | 12               | 1981               | 1976               | 2               | 1                | 9/15/86             |



| Institution                                  | Bargaining Agent+     | Unit Size          | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|----------------------------------------------|-----------------------|--------------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>CALIFORNIA (Cont'd.)</b>                  |                       |                    |                    |                    |                 |                  |                     |
| Pasadena City College                        | CTA/NEA               | 343                | 1979               | 1979               | 2               | 1                | 6/30/88             |
| Peralta Community College District           | AFT                   | 500 ft<br>400 pt   | 1979               | 1980               | 2               | 5                | 6/30/87             |
| Col. of Alameda                              |                       |                    |                    |                    | 2               |                  |                     |
| Feather River Col.                           |                       |                    |                    |                    | 2               |                  |                     |
| Laney Col.                                   |                       |                    |                    |                    | 2               |                  |                     |
| Merritt Col.                                 |                       |                    |                    |                    | 2               |                  |                     |
| Vista Col.                                   |                       |                    |                    |                    | 2               |                  |                     |
| 6 Rancho Santiago Community College District | Ind.                  | 261 ft<br>475 pt   |                    |                    | 2               | 1 <sup>6</sup>   | 6/30/87             |
| o Continuing Educ. Faculty                   | NEA                   | 21 ft<br>347 pt    |                    |                    | 2               | 1                | 6/30/88             |
| Rio Hondo Community College                  | CTA/NEA               | 355                | 1979               | 1980               | 2               | 1                | 6/30/89             |
| Riverside Community College                  | NEA                   | 600                | 1978               | 1980               | 2               | 1                | 9/30/82             |
| Saddleback Community College                 | NEA/CTA               | 260 ft<br>650 pt   | 1976               | 1976               | 2               | 2                | 6/30/87             |
| North Campus                                 |                       |                    |                    |                    |                 |                  |                     |
| South Campus                                 |                       |                    |                    |                    |                 |                  |                     |
| San Bernadino Community College              | NEA                   | 544                | 1986               | ---                | 2               | 2                |                     |
| San Diego Community Colleges                 | AFT<br>(CTA/NEA 1977) | 461 ft<br>1,970 pt | 1987               | 1977               | 2               | 3                | 6/30/87             |
| San Diego City Col.                          |                       |                    |                    |                    | 2               |                  |                     |
| San Diego Mesa Col.                          |                       |                    |                    |                    | 2               |                  |                     |
| San Diego Miramar Col.                       |                       |                    |                    |                    | 2               |                  |                     |

| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

CALIFORNIA (Cont'd.)

San Diego Community College  
Adult Ed. System

AFT 107 1977 1977 2 10 12/31/88

Campus Centers:

Clairemont Mesa

2

East San Diego

2

Ed. Cultural Complex

2

Harbor View

2

Kearny Mesa

2

Midway

2

Mira Mesa

2

Navajo

2

North Shores

2

10

San Francisco Community  
College

AFT 1,957 f/pt 1978 1979 2 2 6/30/84

City Col. of San Fran.  
C.C. Centers

2

2

Campus Centers:

Alemany

2

Chinatown C.C. Cntr.

2

C.C. Skills Cntr.

2

Downtown C.C. Cntr.

2

John Adams Comm. Cntr.

2

John O'Connell C.C. Cntr.

2

Mission C.C. Cntr.

2

San Joaquin Delta College

CTA/NEA 580 f/pt 1977 1977 2 1 6/30/90

| Institution                                      | Bargaining Agent+ | Unit Size        | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--------------------------------------------------|-------------------|------------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <u>CALIFORNIA</u> (Cont'd.)                      |                   |                  |                    |                    |                 |                  |                     |
| San Jose Community College District              | NEA               | 252 ft<br>700 pt | 1977               | 1978               | 2               | 2                | 6/30/88             |
| Evergreen Valley Col.<br>San Jose City Col.      |                   |                  |                    |                    | 2<br>2          |                  |                     |
| San Mateo Cty. Community College District        | AFT<br>(NEA 1977) | 953              | 1982               | 1978               | 2               | 3                | 6/30/85             |
| Canada Col.<br>Col. of San Mateo<br>Skyline Col. |                   |                  |                    |                    | 2<br>2<br>2     |                  |                     |
| Santa Barbara Community College                  | Ind.              | 500              | 1987               | 1987               | 2               | 1                | 12/31/89            |
| Santa Clarita C.C. District <sup>7</sup>         | CTA/NEA           | 56 ft            | 1977               | 1978               | 2               | 1                | 6/30/84             |
| Santa Monica Community College                   | Ind.              | 250 ft<br>500 pt | 1978               | 1979               | 2               | 1                | 9/7/89              |
| Shasta College                                   | NEA               | 126 ft<br>21 pt  | 1976               | 1976               | 2               | 1 <sup>8</sup>   | 6/30/87             |
| Sierra Joint Community College District          | CTA/NEA           | 127 ft<br>280 pt | 1977               | 1978               | 2               | 1                | 6/30/87             |
| Solano Community College                         | NEA               | 126 ft<br>208 pt | 1977               | 1977               | 2               | 1                | 6/30/89             |

| Institution                                     | Bargaining Agent+  | Unit Size   | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------------------------------------------|--------------------|-------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>CALIFORNIA (Cont'd.)</b>                     |                    |             |                    |                    |                 |                  |                     |
| Southwestern College<br>(Sweetwater C.C. Dist.) | NEA                | 500<br>f/pt | 1977               | 1979               | 2               | 1                | 6/30/84             |
| State Center Community<br>College District      | AFT                | 333         | 1977               | 1977               | 2               | 2 <sup>9</sup>   | 6/30/89             |
| Fresno City Col.                                |                    |             |                    |                    | 2               |                  |                     |
| Kings River C.C.                                |                    |             |                    |                    | 2               |                  |                     |
| Taft College                                    | CTA/NEA            | 30          | 1976               | 1977               | 2               | 1                | 6/30/87             |
| University of California                        |                    |             |                    |                    | 4               | 9                |                     |
| . Lecturers                                     | AFT                | 2,000       | 1984               | 1986               | 4               | 9                | 6/30/88             |
| . Librarians                                    | UFL/AFT            | 432         | 1983               | 1984               | 4               | 9                | 6/30/91             |
| . Registered Nurses                             | CNA                | 5,000       | 1983               | 1986               | 4               | 9                | 10/30/88            |
| Berkeley                                        |                    |             |                    |                    | 4               |                  |                     |
| Davis                                           |                    |             |                    |                    | 4               |                  |                     |
| Irvine                                          |                    |             |                    |                    | 4               |                  |                     |
| Los Angeles                                     |                    |             |                    |                    | 4               |                  |                     |
| Riverside                                       |                    |             |                    |                    | 4               |                  |                     |
| San Diego                                       |                    |             |                    |                    | 4               |                  |                     |
| San Francisco                                   |                    |             |                    |                    | 4               |                  |                     |
| Santa Barbara                                   |                    |             |                    |                    | 4               |                  |                     |
| Santa Cruz                                      |                    |             |                    |                    | 4               |                  |                     |
| o Faculty                                       | SCFA/AAUP          | 437         | 1981               | 1982               | 4               | 1 <sup>10</sup>  | 6/30/88             |
| *University of San Francisco                    | AFT<br>(Ind. 1975) | 241 ft      | 1982               | 1976               | 4               | 1                | 7/2/86              |
| o Adjunct Faculty                               | AFT                | 375         | 1981               | 1985               | 4               | 1                | 12/30/88            |
| *University of San Francisco<br>Law School      | Ind.               | 40          | 1973               | 1974               | 4               | 1                | 6/30/87             |

| Institution                               | Bargaining Agent+ | Unit Size        | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------------------------------------|-------------------|------------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>CALIFORNIA (Cont'd.)</b>               |                   |                  |                    |                    |                 |                  |                     |
| Ventura County Community College District | AFT               | 345 ft<br>650 pt | 1977               | 1978               | 2               | 3                | 6/30/89             |
| Moorpark Col.                             |                   |                  |                    |                    | 2               |                  |                     |
| Oxnard Col.                               |                   |                  |                    |                    | 2               |                  |                     |
| Ventura Col.                              |                   |                  |                    |                    | 2               |                  |                     |
| Victor Valley College                     | NEA               | 70               | 1976               |                    | 2               | 1                | 6/30/86             |
| West Hills College                        | NEA               | 45               | 1977               |                    | 2               | 1                | 6/30/90             |
| Yosemite Community College District       | NEA               | 515              | 1976               | 1978               | 2               | 2                | 6/30/88             |
| Columbia Col.                             |                   |                  |                    |                    | 2               |                  |                     |
| Modesto Jr. Col.                          |                   |                  |                    |                    | 2               |                  |                     |
| Yuba College                              | NEA               | 155              |                    | 1978               | 2               | 1                | 6/30/87             |

### COLORADO

|                                   |     |     |      |     |   |    |  |
|-----------------------------------|-----|-----|------|-----|---|----|--|
| Colorado Community College System | NEA | 736 | 1979 | --- | 2 | 16 |  |
| Aimes C.C.                        |     |     |      |     | 2 |    |  |
| Arapahoe C.C.                     |     |     |      |     | 2 |    |  |
| Colorado Mountain Col.            |     |     |      |     | 2 |    |  |
| . Comm. Ed. Unit                  |     |     |      |     | 2 |    |  |
| . East Campus                     |     |     |      |     | 2 |    |  |
| . West Campus                     |     |     |      |     | 2 |    |  |
| Colo. Northwestern Col.           |     |     |      |     | 2 |    |  |

| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

COLORADO (Cont'd.)

|                       |  |  |  |  |   |  |  |
|-----------------------|--|--|--|--|---|--|--|
| Denver-Auraria C.C.   |  |  |  |  | 2 |  |  |
| Front Range C.C.      |  |  |  |  | 2 |  |  |
| Lamar C.C.            |  |  |  |  | 2 |  |  |
| Morgan C.C.           |  |  |  |  | 2 |  |  |
| Northeastern Jr. Col. |  |  |  |  | 2 |  |  |
| Otero C.C.            |  |  |  |  | 2 |  |  |
| Pikes Peak C.C.       |  |  |  |  | 2 |  |  |
| Pueblo C.C.           |  |  |  |  | 2 |  |  |
| Red Rocks C.C.        |  |  |  |  | 2 |  |  |
| Trinidad St. Jr. Col. |  |  |  |  | 2 |  |  |

|                            |     |    |      |      |   |   |         |
|----------------------------|-----|----|------|------|---|---|---------|
| Y* Loretto Heights College | NEA | 80 | 1972 | 1973 | 4 | 1 | 5/31/90 |
|----------------------------|-----|----|------|------|---|---|---------|

|                    |      |       |      |      |   |   |         |
|--------------------|------|-------|------|------|---|---|---------|
| 14 * Regis College | AAUP | 75 ft | 1973 | 1973 | 4 | 1 | 8/14/87 |
|--------------------|------|-------|------|------|---|---|---------|

|                               |                   |  |      |     |   |   |  |
|-------------------------------|-------------------|--|------|-----|---|---|--|
| University of Colorado        | AFT <sup>11</sup> |  | 1979 | --- | 4 | 4 |  |
| Univ. of Colo.-Boulder        |                   |  |      |     | 4 |   |  |
| Univ. of Colo.-Colo. Springs  |                   |  |      |     | 4 |   |  |
| Univ. of Colo.-Denver         |                   |  |      |     | 4 |   |  |
| Univ. of Colo.-Hlth.Sci.Cntr. |                   |  |      |     | 4 |   |  |

CONNECTICUT

|                                      |                         |        |      |      |   |    |         |
|--------------------------------------|-------------------------|--------|------|------|---|----|---------|
| Connecticut Community College System | Ind./AAUP (AFSCME 1976) | 950 ft | 1975 | 1977 | 2 | 12 | 6/30/89 |
|--------------------------------------|-------------------------|--------|------|------|---|----|---------|



| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

CONNECTICUT (Cont'd.)

Asnuntuck C.C.  
 Greater Hartford C.C.  
 Housatonic Regional C.C.  
 Manchester C.C.  
 Mattatuck C.C.  
 Middlesex C.C.  
 Mohegan C.C.  
 Northwestern Conn. C.C.  
 Norwalk C.C.  
 Quinebaug Valley C.C.  
 South Central C.C.  
 Tunxis C.C.

2  
2  
2  
2  
2  
2  
2  
2  
2  
2  
2  
2

15

o Part-time Ind./AAUP 900 1985 2 12 6/30/89

Connecticut State Technical Colleges

AFT 236 ft 1976 1977 2 5 6/30/89

Greater New Haven St. Tech. Col.  
 Hartford St. Tech. Col.  
 Norwalk St. Tech. Col.  
 Thames Valley St. Tech. Col.  
 Waterbury St. Tech. Col.

2  
2  
2  
2  
2  
2

o Administrators

AFSCME 45 1980 1983 2 5 6/30/89

Connecticut State Univ. System

AAUP 1,980 1976 1976 4 4 5/4/90

Central Conn. St. Col.  
 Eastern Conn. St. Col.  
 Southern Conn. St. Col.  
 Western Conn. St. Col.

4  
4  
4  
4

o Administrative Faculty

AFSCME 279 1976 4 4 6/30/86

| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

CONNECTICUT (Cont'd.)

|                              |                          |        |      |      |     |   |         |
|------------------------------|--------------------------|--------|------|------|-----|---|---------|
| *Mitchell College            | AFT                      | 28 ft  | 1975 | 1975 | 2   | 1 | 6/30/90 |
| *Post College                | PCFA <sup>12</sup> /Ind. | 32     | 1978 | 1979 | 4   | 1 | 6/30/85 |
| *Quinnipiac College          | AFT                      | 155 ft | 1975 | 1975 | 4   | 1 | 6/30/88 |
| U.S. Coast Guard Academy     | AFGE                     | 35     | 1975 | 1978 | 4   | 1 | 6/15/88 |
| *University of Bridgeport    | AAUP                     | 215    | 1973 | 1974 | 4   | 1 | 8/31/90 |
| University of Connecticut    | AAUP                     | 1,407  | 1976 | 1977 | 2/4 | 6 | 6/30/89 |
| 16 Hartford                  |                          |        |      |      | 4   |   |         |
| Southeastern                 |                          |        |      |      | 2   |   |         |
| Stamford                     |                          |        |      |      | 4   |   |         |
| Storrs                       |                          |        |      |      | 4   |   |         |
| Torrington                   |                          |        |      |      | 4   |   |         |
| Waterbury                    |                          |        |      |      | 4   |   |         |
| o Non-teaching professionals | AFT                      | 740    | 1976 | 1977 | 4   | 6 | 6/30/89 |
| o Health Center              | AFT                      | 1,258  | 1978 | 1978 | 4   | 1 | 6/30/90 |

DELAWARE

|                        |      |        |      |      |   |   |         |
|------------------------|------|--------|------|------|---|---|---------|
| Delaware State College | AAUP | 176    | 1977 | 1981 | 4 | 1 | 8/31/90 |
| University of Delaware | AAUP | 790 ft | 1972 | 1973 | 4 | 1 | 6/30/88 |

| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

#### DISTRICT OF COLUMBIA

|                                                 |       |            |      |      |   |   |                       |
|-------------------------------------------------|-------|------------|------|------|---|---|-----------------------|
| *American University<br>Adjunct Faculty         | ELIFA | 18         | 1982 | 1982 | 4 | 1 | 4/88                  |
| *Antioch College School <sup>13</sup><br>of Law | AFT   | 16<br>f/pt | 1976 | 1976 | 3 | 1 | 8/31/88               |
| University of the<br>District of Columbia       | NEA   | 459        | 1978 | 1980 | 4 | 3 | 9/30/87<br>(extended) |

#### FLORIDA

|                              |                                                   |     |      |      |   |   |         |
|------------------------------|---------------------------------------------------|-----|------|------|---|---|---------|
| Brevard Community<br>College | UFF/NEA <sup>14</sup><br>(AFT 1976<br>UCCFF 1977) | 225 | 1981 | 1981 | 2 | 3 | 6/30/88 |
| Cocoa Campus                 |                                                   |     |      |      | 2 |   |         |
| Melbourne Campus             |                                                   |     |      |      | 2 |   |         |
| Titusville Campus            |                                                   |     |      |      | 2 |   |         |
| Broward Community<br>College | UFF/NEA/AAUP<br>(UFF/AFT/AAUP<br>1981)            | 285 | 1981 | 1981 | 2 | 4 | 8/31/89 |
| Allied Health Center Campus  |                                                   |     |      |      | 2 |   |         |
| Central Campus               |                                                   |     |      |      | 2 |   |         |
| North Campus                 |                                                   |     |      |      | 2 |   |         |
| South Campus                 |                                                   |     |      |      | 2 |   |         |

| Institution                     | Bargaining Agent+               | Unit Size            | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---------------------------------|---------------------------------|----------------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>FLORIDA (Cont'd.)</b>        |                                 |                      |                    |                    |                 |                  |                     |
| Chipola Junior College          | NEA                             | 57                   | 1976               |                    | 2               | 1                | 6/30/89             |
| Edison Community College        | AFT<br>(ECCFF 1977)             | 104                  | 1976               | 1979               | 2               | 1                | 6/30/89             |
| Y*Florida Memorial College      | UFF/NEA                         | 40                   | 1979               |                    | 4               | 1                |                     |
| Florida State University System | UFF/NEA<br>(AFT <sup>15</sup> ) | 5,000 ft<br>1,500 pt | 1976               | 1976               | 4               | 9                | 6/30/88             |
| 18 Florida Agric. & Mech. Univ. |                                 |                      |                    |                    | 4               |                  |                     |
| Florida Atlantic Univ.          |                                 |                      |                    |                    | 4               |                  |                     |
| Florida Internat'l Univ.        |                                 |                      |                    |                    | 4               |                  |                     |
| Florida State Univ.             |                                 |                      |                    |                    | 4               |                  |                     |
| Univ. of Central Florida        |                                 |                      |                    |                    | 4               |                  |                     |
| Univ. of Florida                |                                 |                      |                    |                    | 4               |                  |                     |
| Univ. of N. Florida             |                                 |                      |                    |                    | 4               |                  |                     |
| Univ. of S. Florida             |                                 |                      |                    |                    | 4               |                  |                     |
| Univ. of W. Florida             |                                 |                      |                    |                    | 4               |                  |                     |
| Hillsborough Community College  | FUSA/NEA                        | 198                  | 1974               | 1974               | 2               | 3                | 8/25/89             |
| Dale Mabry Campus               |                                 |                      |                    |                    | 2               |                  |                     |
| Plant City Campus               |                                 |                      |                    |                    | 2               |                  |                     |
| Ybor Campus                     |                                 |                      |                    |                    | 2               |                  |                     |
| Indian River Community College  | AAUP                            | 100 ft               | 1973               | 1975               | 2               | 1                | 7/31/88             |

| Institution                             | Bargaining Agent+               | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-----------------------------------------|---------------------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
| <u>FLORIDA</u> (Cont'd.)                |                                 |           |                    |                    |                 |                  |                     |
| Palm Beach Junior College <sup>16</sup> | AFT<br>(AFT 1975<br>UCCFF 1977) | 194       | 1975               | 1978               | 2               | 4                | 6/30/89             |
| Central Campus                          |                                 |           |                    |                    | 2               |                  |                     |
| Glade Campus                            |                                 |           |                    |                    | 2               |                  |                     |
| North Campus                            |                                 |           |                    |                    | 2               |                  |                     |
| South Campus                            |                                 |           |                    |                    | 2               |                  |                     |
| Pensacola Junior College                | NEA                             | 250       | 1985               | ---                | 2               | 1                | 6/30/88             |
| * Saint Leo College                     | UFF/NEA<br>(AFT 1976)           | 43        | 1979               | 1978               | 4               | 1                | 6/5/83              |

#### HAWAII

|                      |                   |          |      |      |     |   |         |
|----------------------|-------------------|----------|------|------|-----|---|---------|
| University of Hawaii | UHPA/AAUP/<br>NEA | 2,448 ft | 1974 | 1975 | 2/4 | 9 | 6/30/89 |
| Hilo/Hawaii C.C.     |                   |          |      |      | 2/4 |   |         |
| Honolulu C.C.        |                   |          |      |      | 2   |   |         |
| Kapiolani C.C.       |                   |          |      |      | 2   |   |         |
| Kauai C.C.           |                   |          |      |      | 2   |   |         |
| Leeward C.C.         |                   |          |      |      | 2   |   |         |
| Manoa                |                   |          |      |      | 2   |   |         |
| Maui C.C.            |                   |          |      |      | 4   |   |         |
| West Oahu Col.       |                   |          |      |      | 2   |   |         |
| Windward C.C.        |                   |          |      |      | 4   |   |         |
|                      |                   |          |      |      | 2   |   |         |

| Institution                                                                      | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|----------------------------------------------------------------------------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>ILLINOIS</b>                                                                  |                   |           |                    |                    |                 |                  |                     |
| Belleville Area College<br>Belleville Campus<br>Granite Campus<br>Red Bud Campus | AAUP/AFT          | 110 ft    | 1967               | 1967               | 2               | 3                | 8/15/89             |
| Black Hawk College<br>East Campus<br>Quad Campus                                 | IFT/AFT           | 150       | 1984               |                    | 2<br>2<br>2     | 2                | 8/7/90              |
| Carl Sandburg College<br>Carthage Extension Center<br>Main Campus                | NEA               | 57 ft     | 1975               |                    | 2               | 2                | 8/31/88             |
| 20 City Colleges of Chicago<br>(Cook County)                                     | AFT               | 1,348 ft  | 1966               | 1967               | 2               | 8                | 7/15/89             |
| City-wide Col.                                                                   |                   |           |                    |                    | 2               |                  |                     |
| Kennedy-King Col.                                                                |                   |           |                    |                    | 2               |                  |                     |
| The Loop Col.                                                                    |                   |           |                    |                    | 2               |                  |                     |
| Malcolm X Col.                                                                   |                   |           |                    |                    | 2               |                  |                     |
| Olive-Harvey Col.                                                                |                   |           |                    |                    | 2               |                  |                     |
| Richard J. Daley Col.                                                            |                   |           |                    |                    | 2               |                  |                     |
| Truman Col.                                                                      |                   |           |                    |                    | 2               |                  |                     |
| Wright Col.                                                                      |                   |           |                    |                    | 2               |                  |                     |
| College of DuPage                                                                | Ind.              | 230       | 1984               | 1984               | 2               | 1                | 6/30/89             |
| College of Lake County                                                           | AFT<br>(NEA 1971) | 176 ft    | 1973               | 1973               | 2               | 1                | 8/10/87             |
| Danville Area College                                                            | NEA               | 69        | 1983               | ---                | 2               | 1                |                     |



| Institution                               | Bargaining Agent+ | Unit Size        | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------------------------------------|-------------------|------------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <u>ILLINOIS (Cont'd.)</u>                 |                   |                  |                    |                    |                 |                  |                     |
| Highland Community College                | AFT               | 40               | 1968               | 1968               | 2               | 1                | 8/20/88             |
| Illinois Board of Governors <sup>17</sup> | IFT/AFT/UPI       | 1,750            | 1976               | 1977               | 4               | 5                | 8/31/88             |
| Chicago St. Univ.                         |                   |                  |                    |                    | 4               |                  |                     |
| Eastern Illinois Univ.                    |                   |                  |                    |                    | 4               |                  |                     |
| Governors St. Univ.                       |                   |                  |                    |                    | 4               |                  |                     |
| Northeastern Univ.                        |                   |                  |                    |                    | 4               |                  |                     |
| Western Illinois Univ.                    |                   |                  |                    |                    | 4               |                  |                     |
| Illinois Central College                  | Ind.              | 193 ft<br>400 pt | 1977               | 1977               | 2               | 1                | 7/31/83             |
| Illinois Eastern Community College        | NEA               | 102              | 1985               | ---                | 2               | 4                |                     |
| Illinois Valley Community College         | AFT               | 55 ft            | 1966               | 1966               | 2               | 1                | 8/31/90             |
| John A. Logan College                     | IEA/NEA           | 55 ft            | 1972               | 1972               | 2               | 1                | 8/15/90             |
| Joliet Junior College                     | AFT               | 150 ft           | 1967               | 1967               | 2               | 1                | 8/8/88              |
| Kankakee Community College                | AFT               | 52               | 1984               | ---                | 2               | 1                |                     |
| Kaskaskia College                         | NEA               | 64               | 1984               | ---                | 2               | 1                |                     |
| Kishwaukee Community College              | AFT               | 80               | 1986               | ---                | 2               | 1                |                     |
| Lake Land College                         | AFT               | 101 ft           | 1968               | 1970               | 2               | 1                | 8/18/88             |
| Lewis and Clark Community College         | NEA               | 75 ft            | 1979               | 1979               | 2               | 1                | 6/30/88             |

| Institution                                             | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---------------------------------------------------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
| <u>ILLINOIS (Cont'd.)</u>                               |                   |           |                    |                    |                 |                  |                     |
| McHenry County College                                  | NEA               | 55 ft     | 1971               | 1972               | 2               | 1                | 6/30/90             |
| Moraine Valley Community College                        | AFT               | 189       | 1972               | 1972               | 2               | 1                | 6/30/89             |
| o Support Staff                                         | CCCTU/AFT         | 196       | 1984               | 1984               | 2               | 1                | 6/30/89             |
| Morton College                                          | AFT               | 60 ft     | 1967               |                    | 2               | 1                | 8/23/89             |
| Oakton Community College                                | NEA               | 149       | 1986               | 1986               | 2               | 1                | 1989                |
| o Adjunct Faculty                                       | NEA               | 20        | 1985               |                    | 2               | 1                |                     |
| Parkland College                                        | Ind.              | 175 ft    | 1984               | 1984               | 2               | 1                | 8/89                |
| Prairie State College                                   | AFT               | 94 ft     | 1969               | 1969               | 2               | 1                | 8/89                |
| Rend Lake College                                       | AFT               | 52        | 1985               | 1986               | 2               | 1                | 8/31/88             |
| Rock Valley College                                     | Ind.              |           |                    | ---                | 2               | 1                |                     |
| Sangamon State University                               | AFT               | 140       | 1986               | ---                | 4               | 1                |                     |
| Sauk Valley College                                     | NEA               | 45 ft     | 1969               | 1970               | 2               | 1                | 6/30/87             |
| Shawnee College                                         | NEA               | 20        | 1984               | ---                | 2               | 1                |                     |
| Southeastern Illinois College                           | NEA               | 40        | 1985               | ---                | 2               | 1                | 6/0/89              |
| Spoon River College                                     | NEA               | 40        | 1973               | ---                | 2               | 1                | 8/1/88              |
| State Community College of East St. Louis <sup>18</sup> | IFT/AFT           | 41        | 1980               | 1982               | 2               | 1                | 6/30/90             |
| Thornton Community College                              | AFT               | 124       | 1971               | 1972               | 2               | 1                | 8/15/89             |
| Triton College                                          | AFT               | 236 ft    | 1973               |                    | 2               | 1                | 6/30/87             |

|                               | Bargaining<br>Agent+ | Unit<br>Size | Cur. Agent<br>Elected | Initial<br>Contract++ | 2/4 Yr.<br>College | No. of<br>Campuse# | Contract<br>Expiration |
|-------------------------------|----------------------|--------------|-----------------------|-----------------------|--------------------|--------------------|------------------------|
| <u>ILLINOIS (Cont'd.)</u>     |                      |              |                       |                       |                    |                    |                        |
| Waubonsee Community College   | AFT                  | 60           | 1968                  | 1970                  | 2                  | 1                  | 6/10/88                |
| William Rainey Harper College | AFT                  | 191          | 1976                  | 1976                  | 2                  | 1                  | 8/15/88                |

IOWA

|                                            |     |             |      |      |   |   |         |
|--------------------------------------------|-----|-------------|------|------|---|---|---------|
| Des Moines Area Community College          | NEA | 221<br>f/pt | 1976 | 1976 | 2 | 4 | 8/19/88 |
| Ankeny Campus                              |     |             |      |      | 2 |   |         |
| Boone Campus                               |     |             |      |      | 2 |   |         |
| Urban Campus                               |     |             |      |      | 2 |   |         |
| Carroll Campus                             |     |             |      |      | 2 |   |         |
| Eastern Iowa Community College District IX | NEA | 166<br>f/pt | 1975 | 1976 | 2 | 3 | 8/13/88 |
| Clinton C.C.                               |     |             |      |      | 2 |   |         |
| Muscatine C.C.                             |     |             |      |      | 2 |   |         |
| Scott C.C.                                 |     |             |      |      | 2 |   |         |
| Hawkeye Institute of Technology            | NEA | 118 ft      | 1980 | 1981 | 2 | 1 | 6/30/88 |
| Iowa Central Community College             | NEA | 100 ft      | 1975 | 1976 | 2 | 1 | 6/30/88 |

| Institution                                 | Bargaining Agent+ | Unit Size      | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---------------------------------------------|-------------------|----------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <u>IOWA (Cont'd.)</u>                       |                   |                |                    |                    |                 |                  |                     |
| Iowa Lakes Community College                | NEA               | 82 f/pt        | 1975               | 1976               | 2               | 2                | 6/30/88             |
| North Campus                                |                   |                |                    |                    | 2               |                  |                     |
| South Campus                                |                   |                |                    |                    | 2               |                  |                     |
| Iowa Western Community College              | NEA               | 111 ft         | 1975               | 1976               | 2               | 1                | 8/28/88             |
| Kirkwood Community College                  | NEA               | 178 f/pt       | 1975               | 1976               | 2               | 1                | 8/29/88             |
| Northeast Iowa Technical Institute (Area I) | NEA               | 74 ft<br>16 pt | 1975               | 1976               | 2               | 2                | 8/15/88             |
| 24 Calmar Campus                            |                   |                |                    |                    | 2               |                  |                     |
| Peosta Campus                               |                   |                |                    |                    | 2               |                  |                     |
| Northwest Iowa Technical College (Area IV)  | NEA               | 33 ft          | 1975               | 1976               | 2               | 1                | 6/30/88             |
| Southeastern Community College              | NEA               | 78 ft          | 1975               | 1976               | 2               | 2                | 6/30/88             |
| North Campus                                |                   |                |                    |                    | 2               |                  |                     |
| South Campus                                |                   |                |                    |                    | 2               |                  |                     |
| Southwestern Community College              | NEA               | 38 ft          | 1975               | 1976               | 2               | 2                | 7/31/88             |
| Creston                                     |                   |                |                    |                    |                 |                  |                     |
| Red Oak                                     |                   |                |                    |                    |                 |                  |                     |
| Y*University of Dubuque                     | NEA               | 60 f/pt        | 1973               | 1973               | 4               | 1                | 8/15/90             |

| Institution                              | Bargaining Agent+                       | Unit Size   | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|------------------------------------------|-----------------------------------------|-------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <u>IOWA (Cont'd.)</u>                    |                                         |             |                    |                    |                 |                  |                     |
| University of Northern Iowa              | NEA<br>(AAUP/NEA <sup>19</sup><br>1976) | 580<br>f/pt | 1980               | 1977               | 4               | 1                | 6/30/89             |
| Western Iowa Technical Community College | NEA <sup>20</sup>                       | 69 ft       | 1976               | 1978               | 2               | 1                | 6/30/88             |

#### KANSAS

|    |                                 |                    |       |      |      |   |   |                                                             |
|----|---------------------------------|--------------------|-------|------|------|---|---|-------------------------------------------------------------|
| 25 | Butler County Community College | NEA                | 81 ft | 1971 | 1971 | 2 | 1 | 7/31/87                                                     |
|    | Cloud County Community College  | NEA                | 45 ft | 1970 | 1973 | 2 | 1 | 6/30/86                                                     |
|    | Coffeyville Community College   | Ind.<br>(NEA 1980) | 35 ft | 1982 |      | 2 | 1 | 6/30/89                                                     |
|    | Colby Community College         | Ind.               | 49    | 1972 | 1975 | 2 | 1 | 5/14/82                                                     |
|    | Cowley County Community College | NEA                | 44    | 1969 | 1970 | 2 | 1 | 8/1/88<br>(Memo of Under-<br>standing)<br>Yearly<br>Negots. |
|    | Dodge City Community College    | Ind.               | 50 ft | 1974 |      | 2 | 1 | 6/30/88                                                     |

| Institution                          | Bargaining Agent+  | Unit Size  | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--------------------------------------|--------------------|------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>KANSAS (Cont'd.)</b>              |                    |            |                    |                    |                 |                  |                     |
| Fort Scott Community College         | Ind.<br>(NEA 1974) | 34         | 1984               | 1985               | 2               | 1                | 6/30/87             |
| Garden City Community College        | NEA                | 64 ft      | 1971               | 1973               | 2               | 1                | 6/30/89             |
| Hutchinson Community College         | NEA                | 80<br>f/pt |                    | 1969               | 2               | 1                | 6/30/88             |
| Independence Community College       | NEA                | 30         | 1970               | 1970               | 2               | 1                | 6/30/88             |
| Johnson County Community College     | NEA                | 205 ft     | 1980               | 1981               | 2               | 1                | 6/30/88             |
| Kansas City Kansas Community College | NEA                | 104 ft     | 1971               | 1971               | 2               | 1                | 6/30/87             |
| Labette Community College            | NEA                | 35         | 1970               | 1970               | 2               | 1                | 8/31/86             |
| Pittsburg State University           | NEA                | 210        | 1974               | 1978               | 4               | 1                | 6/30/88             |
| Pratt Community College              | NEA                | 21         | 1977               | 1977               | 2               | 1                | 6/30/88             |

# **MAINE**

|                                      |         |     |  |      |   |   |         |
|--------------------------------------|---------|-----|--|------|---|---|---------|
| Maine Vocational Technical Institute | NEA/MTA | 520 |  | 1971 | 2 | 6 | 6/30/87 |
|--------------------------------------|---------|-----|--|------|---|---|---------|



| Institution                                    | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|------------------------------------------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
| Maine Vocational Technical Institute (Cont'd.) |                   |           |                    |                    |                 |                  |                     |
| Central Maine Voc. Tech. Institute             |                   |           |                    |                    | 2               |                  |                     |
| Eastern Maine Voc. Tech. Institute             |                   |           |                    |                    | 2               |                  |                     |
| Kennebec Valley Voc. Tech. Institute           |                   |           |                    |                    | 2               |                  |                     |
| Northern Maine Voc. Tech. Institute            |                   |           |                    |                    | 2               |                  |                     |
| Southern Maine Voc. Tech. Institute            |                   |           |                    |                    | 2               |                  |                     |
| Washington Cnty Voc. Tech. Institute           |                   |           |                    |                    | 2               |                  |                     |
|                                                |                   |           |                    |                    | 2               |                  |                     |
| 27 University of Maine System                  | NEA               | 1,200 ft  | 1978               | 1979               | 4               | 7                | 6/30/89             |
| Univ. of Maine                                 |                   |           |                    |                    | 4               |                  |                     |
| Univ. of Maine-Augusta                         |                   |           |                    |                    | 4               |                  |                     |
| Univ. of Maine-Farmington                      |                   |           |                    |                    | 4               |                  |                     |
| Univ. of Maine-Fort Kent                       |                   |           |                    |                    | 4               |                  |                     |
| Univ. of Maine-Machias                         |                   |           |                    |                    | 4               |                  |                     |
| Univ. of Maine-Presque Isle                    |                   |           |                    |                    | 4               |                  |                     |
| Univ. of Southern Maine                        |                   |           |                    |                    | 4               |                  |                     |
| o Part-time Faculty                            | PATFA/AFT         | 288       | 1986               | ---                | 4               | 7                |                     |

#### MARYLAND

|                                |     |        |      |      |   |   |         |
|--------------------------------|-----|--------|------|------|---|---|---------|
| Community College of Baltimore | AFT | 162 ft | 1969 | 1970 | 2 | 2 | 6/30/88 |
|--------------------------------|-----|--------|------|------|---|---|---------|

| Institution                              | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|------------------------------------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
| Community College of Baltimore (Cont'd.) |                   |           |                    |                    |                 |                  |                     |
| Harbor Campus                            |                   |           |                    |                    | 2               |                  |                     |
| Liberty Campus                           |                   |           |                    |                    | 2               |                  |                     |
| Montgomery College                       | AAUP              | 373       | 1980               | 1982               | 2               | 3                | 6/26/90             |
| Germantown Campus                        |                   |           |                    |                    | 2               |                  |                     |
| Rockville Campus                         |                   |           |                    |                    | 2               |                  |                     |
| Takoma Park Campus                       |                   |           |                    |                    | 2               |                  |                     |
| Towson State University                  | AAUP              | 500       | 1973               |                    | 4               | 1                |                     |

28

**MASSACHUSETTS**

|                           |      |        |      |      |   |   |         |
|---------------------------|------|--------|------|------|---|---|---------|
| *Becker Junior College    | AFT  | 25     | 1974 | 1975 | 2 | 2 | 8/31/90 |
| Leicester Col.            |      |        |      |      | 2 |   |         |
| Worcester Col.            |      |        |      |      | 2 |   |         |
| *Berklee College of Music | AFT  | 151 ft | 1985 | 1986 | 4 | 1 | 6/1/89  |
| o Part-time               | AFT  | 54 pt  | 1985 | 1986 | 4 | 1 | 6/1/89  |
| *Emerson College          | AAUP | 89 ft  | 1975 | 1976 | 4 | 1 | 8/31/90 |
| *Endicott College         | NEA  | 30 ft  | 1973 | 1974 | 2 | 1 | 8/30/89 |
| *Laboure College          | NEA  | 23 ft  | 1975 | 1979 | 2 | 1 | 6/30/90 |

| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

**MASSACHUSETTS (Cont'd.)**

Board of Regents of Higher Ed.<sup>21</sup>

|                                                      |              |          |      |      |   |    |         |
|------------------------------------------------------|--------------|----------|------|------|---|----|---------|
| Massachusetts Community College System <sup>22</sup> | NEA/MTA/MCCC | 1,800    | 1976 | 1976 | 2 | 15 | 6/30/89 |
| Berkshire C.C.                                       |              |          |      |      | 2 |    |         |
| Blue Hills C.C.                                      |              |          |      |      | 2 |    |         |
| Bristol C.C.                                         |              |          |      |      | 2 |    |         |
| Bunker Hill C.C.                                     |              |          |      |      | 2 |    |         |
| Cape Cod C.C.                                        |              |          |      |      | 2 |    |         |
| Greenfield C.C.                                      |              |          |      |      | 2 |    |         |
| Holyoke C.C.                                         |              |          |      |      | 2 |    |         |
| Mass. Bay C.C.                                       |              |          |      |      | 2 |    |         |
| Massasoit C.C.                                       |              |          |      |      | 2 |    |         |
| Middlesex C.C.                                       |              |          |      |      | 2 |    |         |
| Mt. Wachusett C.C.                                   |              |          |      |      | 2 |    |         |
| North Shore C.C.                                     |              |          |      |      | 2 |    |         |
| Northern Essex C.C.                                  |              |          |      |      | 2 |    |         |
| Quincy Jr. Col.                                      |              |          |      |      | 2 |    |         |
| Quinsigmond C.C.                                     |              |          |      |      | 2 |    |         |
| Roxbury C.C.                                         |              |          |      |      | 2 |    |         |
| Springfield Tech. C.C.                               |              |          |      |      | 2 |    |         |
| o Div. of Continuing Ed.                             | NEA/MTA/MCCC | 1,800 pt | 1986 | ---  | 2 | 15 |         |

|                               |             |       |      |      |   |   |         |
|-------------------------------|-------------|-------|------|------|---|---|---------|
| Massachusetts State Colleges  | NEA/MTA     | 1,535 | 1977 | 1979 | 4 | 9 | 6/30/89 |
| Bridgewater St. Col.          |             |       |      |      | 4 |   |         |
| Fitchburg St. Col.            |             |       |      |      | 4 |   |         |
| Framingham St. Col.           |             |       |      |      | 4 |   |         |
| Mass. College of Art          |             |       |      |      | 4 |   |         |
| Mass. Maritime Academy        |             |       |      |      | 4 |   |         |
| North Adams St. Col.          |             |       |      |      | 4 |   |         |
| Salem St. Col.                |             |       |      |      | 4 |   |         |
| Westfield St. Col.            |             |       |      |      | 4 |   |         |
| Worcester St. Col.            |             |       |      |      | 4 |   |         |
| o Professional Administrators | APA/MTA/NEA | 447   | 1979 | ---  | 4 | 9 |         |

| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

# MASSACHUSETTS (Cont'd.)

|                                       |                             |        |      |      |   |   |         |
|---------------------------------------|-----------------------------|--------|------|------|---|---|---------|
| Y*Simon's Rock of Bard College        | AFT<br>(SRFBC/AAUP)<br>1980 | 30     | 1984 | 1981 | 4 | 1 | 6/30/87 |
| Southeastern Massachusetts University | AFT                         | 329    | 1970 | 1970 | 4 | 1 | 6/30/89 |
| o Part-time and Visiting Lecturers    | AFT                         | 30     | 1985 | 1986 | 4 | 1 | 6/30/89 |
| University of Lowell                  | MSP/MTA/NEA                 | 529 ft | 1970 |      | 4 | 3 | 6/30/89 |
| North Campus                          |                             |        |      |      | 4 |   |         |
| South Campus                          |                             |        |      |      | 4 |   |         |
| West Campus                           |                             |        |      |      | 4 |   |         |
| University of Massachusetts           | NEA <sup>23</sup>           | 1,643  | 1977 | 1978 | 4 | 2 | 6/30/89 |
| Amherst Campus                        |                             |        |      |      | 4 |   |         |
| Boston Campus                         |                             |        |      |      | 4 |   |         |
| *Wentworth Institute of Technology    | AFT                         | 157    | 1973 | 1976 | 4 | 1 | 8/31/89 |

# MICHIGAN

|                                   |                    |       |      |      |   |   |         |
|-----------------------------------|--------------------|-------|------|------|---|---|---------|
| Y*Adrian College                  | NEA                | 56    | 1975 | 1977 | 4 | 1 | 8/31/88 |
| Alpena Community College          | NEA                | 52    | 1965 | 1965 | 2 | 1 | 8/21/88 |
| *Baker Junior College of Business | NEA                | 20 ft | 1978 | 1978 | 2 | 1 | 8/31/82 |
| Bay de Noc Community College      | NEA<br>(Ind. 1971) | 46 ft | 1973 | 1971 | 2 | 1 | 8/30/86 |

| Institution                        | Bargaining Agent+  | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|------------------------------------|--------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>MICHIGAN (Cont'd.)</b>          |                    |           |                    |                    |                 |                  |                     |
| Central Michigan University        | NEA<br>(NEA 1969)  | 579       | 1977               | 1970               | 4               | 1                | 6/30/88             |
| *Detroit College of Business       | NEA<br>(Ind. 1971) | 22 ft     | 1973               | 1971               | 4               | 1                | 6/30/90             |
| Eastern Michigan University        | AAUP               | 630 ft    | 1974               | 1974               | 4               | 1                | 8/31/90             |
| Ferris State College               | NEA                | 507 ft    | 1973               | 1973               | 4               | 1                | 6/30/87             |
| Glen Oaks Community College        | NEA                | 28 ft     | 1968               | 1968               | 2               | 1                | 8/31/83             |
| Gogebic Community College          | NEA                | 48        | 1965               | 1965               | 2               | 1                | 8/15/89             |
| Grand Rapids Junior College        | Ind.               | 348       | 1965               | 1965               | 2               | 1                | 8/20/89             |
| Henry Ford Community College       | AFT                | 212       | 1965               | 1966               | 2               | 2                | 8/31/85             |
| Dearborn Hts. Campus               |                    |           |                    |                    | 2               |                  |                     |
| Main Campus                        |                    |           |                    |                    | 2               |                  |                     |
| Campus Center                      |                    |           |                    |                    |                 |                  |                     |
| Miller-Searle Cntr.                |                    |           |                    |                    | 2               |                  |                     |
| Highland Park Community College    | AFT                | 400       | 1966               | 1967               | 2               | 1                | 6/30/89             |
| Jackson Community College          | NEA                | 120 ft    | 1965               | 1966               | 2               | 1                | 8/31/87             |
| Kalamazoo Valley Community College | NEA                | 96        | 1969               | 1969               | 2               | 1                | 5/31/88             |

| Institution                     | Bargaining Agent+                   | Unit Size     | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---------------------------------|-------------------------------------|---------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>MICHIGAN (Cont'd.)</b>       |                                     |               |                    |                    |                 |                  |                     |
| Kellogg Community College       | MEA/NEA<br>(AFT 1967)               | 97 ft         | 1968               | 1968               | 2               | 1                | 8/15/88             |
| Y*Kendall School of Design      | NEA                                 | 50            | 1974               | ---                | 3/4             | 1                |                     |
| Kirtland Community College      | AFT/MFT<br>(Ind. 1969,<br>NEA 1973) | 16 ft         | 1985               | 1971               | 2               | 1                | 6/30/87             |
| Lake Superior State University  | MEA/NEA                             | 105 ft        | 1978               | 1978               | 4               | 1                | 9/1/88              |
| o Support Staff                 | MEA/NEA<br>(AFSCME 1969)            | 104 ft        | 1985               | 1985               | 4               | 1                | 8/31/87             |
| 32 Lansing Community College    | NEA                                 | 1,000<br>f/pt | 1968               | 1969               | 2               | 1                | 9/16/90             |
| Macomb County Community College | Ind.                                | 360 ft        | 1966               | 1967               | 2               | 2                | 8/13/89             |
| Center Campus                   |                                     |               |                    |                    | 2               |                  |                     |
| South Campus                    |                                     |               |                    |                    | 2               |                  |                     |
| Michigan State University       |                                     |               |                    |                    |                 |                  |                     |
| o Administrative Professionals  | Ind.                                | 550           | 1985               | 1985               | 4               | 1                | 9/30/88             |
| o Administrative Staff          | Ind./NEA                            | 550           | 1985               | 1985               | 4               | 1                | 9/30/88             |
| Mid-Michigan Community College  | MEA/NEA                             | 40 ft         | 1968               | 1968               | 2               | 1                | 8/23/88             |
| Monroe County Community College | NEA                                 | 52 ft         | 1973               | 1969               | 2               | 1                | 8/31/89             |
| Montcalm Community College      | NEA                                 | 25 ft         | 1968               | 1968               | 2               | 1                | 6/30/89             |



| Institution                        | Bargaining Agent+ | Unit Size        | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|------------------------------------|-------------------|------------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>MICHIGAN (Cont'd.)</b>          |                   |                  |                    |                    |                 |                  |                     |
| Mott Community College             | NEA               | 206              | 1966               | 1966               | 2               | 1                | 8/21/89             |
| Muskegon Community College         | NEA               | 125 ft           | 1965               | 1967               | 2               | 1                | 8/31/88             |
| North Central Michigan College     | NEA               | 35               | 1980               | 1981               | 2               | 1                | 8/31/84             |
| Northern Michigan University       | AAUP              | 296 ft           | 1975               | 1976               | 4               | 1                | 6/30/90             |
| o Skills Center Instructors        | NEA               | 29               | 1980               |                    | 2               | 1                | 8/25/89             |
| Oakland Community College          | NEA/MEA           | 301              | 1971               | 1966               | 2               | 4                | 8/31/89             |
| 33 Auburn Hills Campus             |                   |                  |                    |                    | 2               |                  |                     |
|                                    |                   |                  |                    |                    | 2               |                  |                     |
|                                    |                   |                  |                    |                    | 2               |                  |                     |
|                                    |                   |                  |                    |                    | 2               |                  |                     |
| Oakland University                 | AAUP              | 401 ft           | 1970               | 1971               | 4               | 1                | 8/14/88             |
| Saginaw Valley State College       | NEA               | 140 ft           | 1972               | 1972               | 4               | 1                | 6/30/90             |
| St. Clair County Community College | NEA/MEA           | 95               | 1968               | 1970               | 2               | 1                | 8/30/88             |
| Schoolcraft College                | NEA               | 137 ft<br>200 pt | 1972               | 1968               | 2               | 1                | 8/22/88             |
| *University of Detroit             | NEA               | 167 ft           | 1975               | 1977               | 4               | 1                | 8/15/86             |

| Institution                                | Bargaining Agent+      | Unit Size        | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--------------------------------------------|------------------------|------------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>MICHIGAN (Cont'd.)</b>                  |                        |                  |                    |                    |                 |                  |                     |
| University of Michigan Teaching Assistants | AFT                    | 1,800            | 1976               | 1976               | 4               | 3                | 3/1/89              |
| Ann Arbor                                  |                        |                  |                    |                    | 4               |                  |                     |
| Dearborn                                   |                        |                  |                    |                    | 4               |                  |                     |
| Flint                                      |                        |                  |                    |                    | 4               |                  |                     |
| Washtenaw Community College                | NEA                    | 162 ft           | 1966               | 1967               | 2               | 1                | 12/22/87            |
| Wayne County Community College             | AFT                    | 198 ft<br>637 pt | 1970               | 1970               | 2               | 3                | 8/31/87             |
| Downriver Region                           |                        |                  |                    |                    | 2               |                  |                     |
| Eastern Region                             |                        |                  |                    |                    | 2               |                  |                     |
| Northwestern Region                        |                        |                  |                    |                    | 2               |                  |                     |
| o Administrative Unit                      | Ind.                   | ---              | ---                | ---                | 2               | 3                | 1986                |
| Wayne State University                     | AAUP                   | 1,375<br>f/pt    | 1972               | 1972               | 4               | 1                | 7/31/88             |
| West Shore Community College               | MEA/NEA<br>(Ind. 1970) | 28 ft<br>58 pt   | 1984               | 1970               | 2               | 1                | 8/21/88             |
| Western Michigan University                | AAUP                   | 780<br>f/pt      | 1975               | 1976               | 4               | 1                | 9/6/90              |

| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

### MINNESOTA

#### Minnesota Community College System

MCCFA/NEA

1,500

1972

1973

2

18

6/30/89

Anoka-Ramsey C.C.

Arrowhead C.C. District

Hibbing C.C.

Itasca C.C.

Mesabi C.C.

Rainy River C.C.

Vermilion C.C.

Austin C.C.

Clearwater C.C. District

Brainerd C.C.

Fergus Falls C.C.

Northland C.C.

Inver Hills C.C.

Lakewood C.C.

Minneapolis C.C.

Normandale C.C.

North Hennepin C.C.

Rochester C.C.

Willmar C.C.

Worthington C.C.

2

2

2

2

2

2

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2

2

2

2

2

2

2

2

#### Minnesota State University System

NEA/IFO/MEA

2,250

1975

1976

4

7

6/30/89

Bemidji St. Univ.

Mankato St. Univ.

Metropolitan St. Univ.

Moorhead St. Univ.

Saint Cloud St. Univ.

Southwest St. Univ.

Winona St. Univ.

4

4

4

4

4

4

4

4

4

4

University of Minnesota

NEA

300

---

1982

2/4

2<sup>24</sup>

6/30/89

| Institution                          | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--------------------------------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
| University of Minnesota<br>(Cont'd.) |                   |           |                    |                    |                 |                  |                     |
| Duluth Campus                        |                   |           | 1980               |                    | 4               |                  |                     |
| Waseca Campus                        |                   |           | 1981               |                    | 2               |                  |                     |

#### MISSOURI

|                             |     |        |      |      |   |   |         |
|-----------------------------|-----|--------|------|------|---|---|---------|
| *Park College               | AFT | 35     | 1976 | 1977 | 4 | 1 | 4/30/82 |
| St. Louis Community College | NEA | 473 ft | 1978 | 1983 | 2 | 3 | 6/30/89 |
| 36 Florissant Valley        |     |        |      |      | 2 |   |         |
| Forest Park                 |     |        |      |      | 2 |   |         |
| Meramec                     |     |        |      |      | 2 |   |         |

#### MONTANA

|                          |                         |          |      |      |   |   |         |
|--------------------------|-------------------------|----------|------|------|---|---|---------|
| Dawson Community College | AFT                     | 25 f/pt  | 1975 | 1975 | 2 | 1 | 6/30/87 |
| Eastern Montana College  | AAUP<br>(AAUP/AFT 1975) | 144 f/pt | 1978 | 1976 | 4 | 1 | 6/30/87 |
| Miles Community College  | Ind.                    | 24       | 1973 |      | 2 | 1 | 6/30/88 |

| Institution              | Bargaining Agent+ | Unit Size   | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|--------------------------|-------------------|-------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>MONTANA</b> (Cont'd.) |                   |             |                    |                    |                 |                  |                     |
| Northern Montana College | AFT<br>(NEA 1975) | 85          | 1979               | 1976               | 4               | 1                | 6/30/87             |
| University of Montana    | AFT               | 418<br>f/pt | 1978               | 1979               | 4               | 1                | 6/30/87             |
| Western Montana College  | AFT<br>(NEA 1975) | 44 ft       | 1983               | 1975               | 4               | 1                | 6/30/87             |

#### **NEBRASKA**

|                                             |       |        |      |      |   |   |         |
|---------------------------------------------|-------|--------|------|------|---|---|---------|
| 37 Central Community College <sup>25</sup>  | CCCEA | 114    | 1985 | 1976 | 2 | 3 | 8/14/88 |
| Columbus-Region 1                           |       |        |      |      | 2 |   |         |
| Grand Island-Region 2                       |       |        |      |      | 2 |   |         |
| Hastings-Region 3                           |       |        |      |      | 2 |   |         |
| Metropolitan Technical Community College    | NEA   | 125 ft | 1974 | 1974 | 2 | 3 | 6/30/88 |
| Elkhorn Valley                              |       |        |      |      | 2 |   |         |
| Main Campus                                 |       |        |      |      | 2 |   |         |
| South Campus                                |       |        |      |      | 2 |   |         |
| Mid-Plains Technical Community College Area | NEA   | 75     | 1976 | 1976 | 2 | 2 | 1989    |
| McCook                                      |       |        |      |      | 2 |   |         |
| North Platte                                |       |        |      |      | 2 |   |         |

| Institution                                     | Bargaining Agent+  | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------------------------------------------|--------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>NEBRASKA (Cont'd.)</b>                       |                    |           |                    |                    |                 |                  |                     |
| Nebraska State Colleges                         | SCEA/NEA           | 400       | 1976               |                    | 4               | 3                | 6/30/89             |
| Kearney St. Col.                                |                    |           |                    |                    | 4               |                  |                     |
| Peru St. Col.                                   |                    |           |                    |                    | 4               |                  |                     |
| Wayne St. Col.                                  |                    |           |                    |                    | 4               |                  |                     |
| Southeast Technical Community College           | Ind.<br>(NEA 1975) | 243       | 1979               | 1975               | 2               | 3                | 6/30/89             |
| Beatrice Campus                                 |                    |           |                    |                    | 2               |                  |                     |
| Lincoln Campus                                  |                    |           |                    |                    | 2               |                  |                     |
| Milford Campus                                  |                    |           |                    |                    | 2               |                  |                     |
| University of Nebraska (Omaha)                  | AAUP               | 400       | 1979               | 1981               | 4               | 1                | 6/30/88             |
| University of Nebraska College of Law (Lincoln) | Ind.               | 25        | 1976               | ---                | 4               | 1                |                     |
| Western Technical Community College Area        | NEA                | 70        | 1976               | ---                | 2               | 2                | 8/31/87             |
| Neb. Western Col.-Scottsbluff                   |                    |           |                    |                    | 2               |                  |                     |
| Western Neb. Tech. Col.-Sidney                  |                    |           |                    |                    | 2               |                  |                     |



| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

#### NEW HAMPSHIRE

|                          |                   |            |      |      |   |   |         |
|--------------------------|-------------------|------------|------|------|---|---|---------|
| *Franklin Pierce College | AFT               | 62<br>f/pt | 1974 | 1974 | 4 | 1 | 8/31/88 |
| Keene State College      | NEA <sup>26</sup> | 157 ft     | 1977 | 1979 | 4 | 1 | 6/30/89 |

#### NEW JERSEY

|                             |                                |            |      |      |   |   |         |
|-----------------------------|--------------------------------|------------|------|------|---|---|---------|
| Atlantic Community College  | NEA                            | 82         | 1968 | 1970 | 2 | 1 | 6/30/90 |
| Bergen Community College    | NEA                            | 245 ft     | 1968 | 1969 | 2 | 1 | 6/30/88 |
| *Bloomfield College         | AAUP                           | 50<br>f/pt | 1973 | 1975 | 4 | 1 | 6/30/87 |
| Brookdale Community College | NEA                            | 185        | 1971 | 1974 | 2 | 1 | 6/30/89 |
| Burlington County College   | NEA                            | 96         | 1970 | 1971 | 2 | 1 | 6/30/88 |
| Camden County College       | NEA<br>(NEA 1968;<br>AFT 1972) | 96         | 1980 |      | 2 | 1 | 6/30/88 |
| Main Campus-Blackwood       |                                |            |      |      | 2 |   |         |
| Campus Center<br>Camden     |                                |            |      |      | 2 |   |         |

| Institution                        | Bargaining Agent+  | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|------------------------------------|--------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
| <u>NEW JERSEY (Cont'd.)</u>        |                    |           |                    |                    |                 |                  |                     |
| County College of Morris           | NEA<br>(Ind. 1974) | 180       | 1975               | 1975               | 2               | 1                | 8/31/88             |
| Cumberland County College          | NEA                | 47        | 1968               | 1969               | 2               | 1                | 6/30/88             |
| Essex County College               | NEA                | 164       | 1968               | 1970               | 2               | 1                | 8/30/87             |
| Gloucester County College          | AFT<br>(NEA 1968)  | 75 ft     | 1972               | 1969               | 2               | 1                | 6/30/89             |
| Mercer County Community College    | NEA                | 121 ft    | 1970               | 1971               | 2               | 1                | 6/30/90             |
| 40 Main Campus                     |                    |           |                    |                    | 2               |                  |                     |
| Campus Center                      |                    |           |                    |                    |                 |                  |                     |
| Kerney Center                      |                    |           |                    |                    | 2               |                  |                     |
| o Professional Staff               | AFT (NEA 1975)     | 77        | 1987               |                    | 2               | 1                |                     |
| o Technical Assistants             | AFT                | 40 ft     | 1980               |                    | 2               | 1                | 6/30/89             |
| Middlesex County College           | AFT                | 250       | 1968               | 1968               | 2               | 1                | 6/30/88             |
| *Monmouth College                  | AAUP<br>(NEA 1971) | 147 ft    | 1978               | 1971               | 4               | 1                | 6/30/88             |
| New Jersey Institute of Technology | Ind.               | 315       | 1970               | 1971               | 4               | 1                | 6/30/86             |
| New Jersey State College System    | AFT<br>(NEA 1969)  | 3,200     | 1972               | 1970               | 4               | 8                | 6/30/89             |
| Glassboro St. Col.                 |                    |           |                    |                    | 4               |                  |                     |
| Jersey City St. Col.               |                    |           |                    |                    | 4               |                  |                     |
| Kean Col. of New Jersey            |                    |           |                    |                    | 4               |                  |                     |

| Institution                                    | Bargaining Agent+ | Unit Size       | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|------------------------------------------------|-------------------|-----------------|--------------------|--------------------|-----------------|------------------|---------------------|
| New Jersey State College System (Cont'd.)      |                   |                 |                    |                    |                 |                  |                     |
| Montclair St. Col.                             |                   |                 |                    |                    | 4               |                  |                     |
| Ramapo Col. of New Jersey                      |                   |                 |                    |                    | 4               |                  |                     |
| Stockton St. Col.                              |                   |                 |                    |                    | 4               |                  |                     |
| Trenton St. Col.                               |                   |                 |                    |                    | 4               |                  |                     |
| William Paterson Col. of NJ                    |                   |                 |                    |                    | 4               |                  |                     |
| Ocean County College                           | NEA               | 103 ft          | 1968               | 1968               | 2               | 1                | 8/31/90             |
| Passaic County Community College               | NEA               | 54 ft           | 1972               | 1972               | 2               | 1                | 8/20/90             |
| Raritan Valley Community College <sup>27</sup> | AFT (NEA)         | 92              | 1973               |                    | 2               | 1                | 6/30/90             |
| *Rider College                                 | AAUP              | 257 f/pt        | 1973               | 1974               | 4               | 1                | 8/31/88             |
| Rutgers State University of New Jersey         | AAUP              | 2,516 1,150(TA) | 1970               | 1971               | 4               | 3                | 6/30/89             |
| Camden Campus                                  |                   |                 |                    |                    | 4               |                  |                     |
| New Brunswick Campus                           |                   |                 |                    |                    | 4               |                  |                     |
| Newark Campus                                  |                   |                 |                    |                    | 4               |                  |                     |
| Salem Community College                        | NEA               | 32              | 1975               | 1976               | 2               | 1                | 6/30/87             |
| *Union County College <sup>28</sup>            | AAUP              | 180 ft          | 1974               | 1975               | 2               | 4                | 8/31/90             |
| Main Campus-Cranford                           |                   |                 |                    |                    | 2               |                  |                     |
| Scotch Plains Campus                           |                   |                 |                    |                    | 2               |                  |                     |
| Campus Center                                  |                   |                 |                    |                    | 2               |                  |                     |
| Elizabeth Skills Center                        |                   |                 |                    |                    | 2               |                  |                     |
| Plainfield Campus                              |                   |                 |                    |                    | 2               |                  |                     |

| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

# NEW JERSEY (Cont'd.)

|                                                    |      |        |      |      |   |   |         |
|----------------------------------------------------|------|--------|------|------|---|---|---------|
| University of Medicine and Dentistry of New Jersey | AAUP | 900 ft | 1972 | 1973 | 4 | 5 | 6/30/89 |
| Grad. School of Biomedical Sciences                |      |        |      |      | 4 |   |         |
| New Jersey Dental School                           |      |        |      |      | 4 |   |         |
| New Jersey Medical School                          |      |        |      |      | 4 |   |         |
| School of Osteopathic Medicine                     |      |        |      |      | 4 |   |         |
| Robert Wood Johnson Medical School                 |      |        |      |      | 4 |   |         |
| o School of Health Related Professions             | NJEA | 30 ft  | 1984 | 1984 | 4 | 1 | 6/30/89 |

# NEW YORK

|                              |                                               |                  |      |      |   |                 |         |
|------------------------------|-----------------------------------------------|------------------|------|------|---|-----------------|---------|
| *Adelphi University          | AAUP                                          | 305 ft<br>450 pt | 1972 | 1973 | 4 | 1 <sup>30</sup> | 8/31/90 |
| Adirondack Community College | NEA<br>(ACCF 1970; <sup>31</sup><br>AFT 1978) | 100              | 1985 | 1970 | 2 | 1               | 8/31/88 |
| *Bard College                | AAUP                                          | 81               | 1972 | 1973 | 4 | 1               | 6/30/88 |
| Broome Community College     | NYEA/NEA<br>(AFT 1969)                        | 208              | 1979 | 1969 | 2 | 1               | 8/31/89 |

| Institution                       | Bargaining Agent+                    | Unit Size            | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-----------------------------------|--------------------------------------|----------------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <u>NEW YORK</u> (Cont'd.)         |                                      |                      |                    |                    |                 |                  |                     |
| Cayuga County Community College   | NYEA/NEA<br>(NEA 1970;<br>ACCF 1972) | 80 ft                | 1978               | 1970               | 2               | 1                | 8/31/88             |
| City University of New York       | PSC/AAUP<br>AFT <sup>32</sup>        | 9,525 ft<br>4,996 pt | 1969               | 1969               | 2/4             | 20               | 8/31/87             |
| Baruch College                    |                                      |                      |                    |                    | 4               |                  |                     |
| Bor. of Manhattan C.C.            |                                      |                      |                    |                    | 2               |                  |                     |
| Bronx C.C.                        |                                      |                      |                    |                    | 2               |                  |                     |
| Brooklyn College                  |                                      |                      |                    |                    | 4               |                  |                     |
| City College                      |                                      |                      |                    |                    | 4               |                  |                     |
| College of Staten Island          |                                      |                      |                    |                    | 2               |                  |                     |
| . St. George's Campus             |                                      |                      |                    |                    | 4               |                  |                     |
| . Sunnyside Campus                |                                      |                      |                    |                    | 4               |                  |                     |
| Grad. School & Univ. Center       |                                      |                      |                    |                    | 2               |                  |                     |
| Hostos C.C.                       |                                      |                      |                    |                    | 4               |                  |                     |
| Hunter College                    |                                      |                      |                    |                    | 4               |                  |                     |
| John Jay Col. of Criminal Justice |                                      |                      |                    |                    | 4               |                  |                     |
| Kingsborough C.C.                 |                                      |                      |                    |                    | 2               |                  |                     |
| LaGuardia C.C.                    |                                      |                      |                    |                    | 2               |                  |                     |
| Lehman College                    |                                      |                      |                    |                    | 4               |                  |                     |
| Medgar Evers College              |                                      |                      |                    |                    | 4               |                  |                     |
| Mt. Sinai School of Medicine      |                                      |                      |                    |                    | 2               |                  |                     |
| New York City Tech. College       |                                      |                      |                    |                    | 4               |                  |                     |
| Queens College                    |                                      |                      |                    |                    | 2               |                  |                     |
| Queensborough C.C.                |                                      |                      |                    |                    | 2               |                  |                     |
| York College                      |                                      |                      |                    |                    | 4               |                  |                     |
| Clinton Community College         | NYEA/NEA<br>(ACCF 1972)              | 55 ft                | 1978               | 1973               | 2               | 1                | 8/31/88             |

| Institution                            | Bargaining Agent+                    | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Year | No. of Campuses# | Contract Expiration |
|----------------------------------------|--------------------------------------|-----------|--------------------|--------------------|----------|------------------|---------------------|
| <b>NEW YORK (Cont'd.)</b>              |                                      |           |                    |                    |          |                  |                     |
| *College of Insurance                  | AAUP                                 | 12        | 1985               | 1987               | 4        | 1                | 9/90                |
| Columbia-Greene Community College      | NYEA/NEA<br>(NYSUT/AFT 1971)         | 43 ft     | 1979               | 1971               | 2        | 1                | 8/31/90             |
| Community College of the Finger Lakes  | NYEA/NEA<br>(ACCF 1974)              | 133 ft    | 1978               | 1975               | 2        | 1                | 8/31/88             |
| Y*Cooper Union                         | NYSUT/AFT                            | 56        | 1975               | 1978               | 4        | 1                | 8/31/89             |
| Cornell University ILR Adjunct Faculty | NYSUT                                | 200       | 1981               | 1981               | 4        | 3                | 8/31/89             |
| 47 Long Island Campus                  |                                      |           |                    |                    | 4        |                  |                     |
| New York City Campus                   |                                      |           |                    |                    | 4        |                  |                     |
| Westchester/Rockland Campus            |                                      |           |                    |                    | 4        |                  |                     |
| *Culinary Institute of America         | Ind.                                 | 90        | 1979               | 1979               | 2        | 1                | 12/31/88            |
| *Dowling College                       | NYSUT/AFT                            | 75        | 1978               | 1979               | 4        | 1                | 8/31/88             |
| Dutchess Community College             | NEA(NYSUT/AFT 1968)                  | 209       | 1987               | 1969               | 2        | 1                | 8/31/87             |
| o Adjunct                              | NEA(NYSUT/AFT 1985)                  | 250       | 1987               | 1987               | 2        | 1                | 8/31/90             |
| *D'Youville College                    | AAUP                                 | 69 ft     | 1976               | 1977               | 4        | 1                | 8/31/85             |
| Erie Community College                 | NYEA/NEA<br>(NEA 1971;<br>ACCF 1972) | 467       | 1978               | 1978               | 2        | 3                | 8/31/87             |
| City Campus                            |                                      |           |                    |                    | 2        |                  |                     |
| North Campus                           |                                      |           |                    |                    | 2        |                  |                     |
| South Campus                           |                                      |           |                    |                    | 2        |                  |                     |



| Institution                         | Bargaining Agent+                            | Unit Size                                         | Cur. Agent Elected | Initial Contract++ | 2/4 Year | No. of Campuses# | Contract Expiration |
|-------------------------------------|----------------------------------------------|---------------------------------------------------|--------------------|--------------------|----------|------------------|---------------------|
| <u>NEW YORK (Cont'd.)</u>           |                                              |                                                   |                    |                    |          |                  |                     |
| Fashion Institute of Technology     | AFT <sup>33</sup><br>(NYSUT/AFT)             | 200<br>500-Adjunct<br>319 ft-staff<br>85 pt-staff | 1976               | 1967               | 2        | 1                | 8/31/87             |
| *Fordham University Law School      | Ind.                                         | 26                                                | 1971               | ---                | 4        | 1                |                     |
| Fulton-Montgomery Community College | NYEA/NEA<br>(NEA 1969;<br>ACCF 1972)         | 67 ft                                             | 1978               | 1969               | 2        | 1                | 8/31/89             |
| 45 Genesee Community College        | NYEA/NEA<br>(NEA 1970;<br>ACCF 1972)         | 103 ft                                            | 1978               | 1970               | 2        | 1                | 8/31/88             |
| Herkimer County Community College   | NYSUT<br>(Ind. 1975)                         | 67                                                | 1983               | 1977               | 2        | 1                | 8/31/89             |
| *Hofstra University                 | AAUP                                         | 360<br>f/pt                                       | 1973               | 1974               | 4        | 1                | 8/31/88             |
| Hudson Valley Community College     | Ind.<br>(NYEA/NEA<br>NEA 1969;<br>ACCF 1972) | 250 ft                                            | 1983               | 1969               | 2        | 1                | 8/31/89             |
| Hudson Valley C.C.                  |                                              |                                                   |                    |                    | 2        |                  |                     |
| Campus Center                       |                                              |                                                   |                    |                    |          |                  |                     |
| Cptl. District Educational          |                                              |                                                   |                    |                    |          |                  |                     |
| o Opportunity Center                | NYSUT                                        | 26 ft                                             | 1976               | 1976               | 2        | 1                | 8/31/89             |

| Institution                                     | Bargaining Agent+          | Unit Size   | Cur. Agent Elected | Initial Contract++ | 2/4 Year | No. of Campuses# | Contract Expiration |
|-------------------------------------------------|----------------------------|-------------|--------------------|--------------------|----------|------------------|---------------------|
| <b>NEW YORK (Cont'd.)</b>                       |                            |             |                    |                    |          |                  |                     |
| Jamestown Community College                     | Ind.<br>(NEA 1970)         | 120         | 1972               | 1970               | 2        | 2                | 8/31/88             |
| Cattaraugus County Campus                       |                            |             |                    |                    | 2        |                  |                     |
| Jamestown Campus                                |                            |             |                    |                    | 2        |                  |                     |
| Jefferson Community College                     | NYEA/NEA                   | 70 ft       | 1975               | 1969               | 2        | 1                | 8/31/88             |
| Y*Long Island University-<br>Brooklyn Center    | AFT/NYSUT<br>(AFT 1970)    | 250         | 1976               | 1972               | 2        | 1                | 8/31/88             |
| 97 Y* o College of Pharmacy                     | AAUP                       | 30          | 1978               | 1979               | 4        | 1                | 10/31/91            |
| Y*Long Island University-<br>C.W. Post Center   | AFT<br>(NYSUT 1973)        | 350         | 1976               | 1975               | 4        | 1                | 8/31/88             |
| o Adjunct Faculty                               | NYEA/NEA                   | 1,000       | 1978               | 1979               | 4        | 1                | 10/31/87            |
| Y*Long Island University-<br>Southampton Center | AFT<br>(NYSUT 1973)        | 72          | 1976               | 1975               | 4        | 1                | 8/31/88             |
| *Marymount College                              | AAUP                       | 65          | 1976               | 1977               | 4        | 1                | 8/31/88             |
| Mohawk Valley Community<br>College              | NYSUT/AFT                  | 163 ft      | 1972               | 1972               | 2        | 1                | 8/31/88             |
| Monroe Community                                | NYSUT/AFT                  | 360<br>f/pt | 1969               | 1967               | 2        | 1                | 8/31/90             |
| Nassau Community College                        | NYSUT/AFT<br>(Ind.)(NCCFT) | 665         | 1969               | 1969               | 2        | 1                | 8/31/88             |
| 101 o Adjunct Faculty                           | NYSUT/AFT<br>(AFA)         | 834         | 1974               | 1974               | 2        | 1                | 9/30/84             |

| Institution                       | Bargaining Agent+              | Unit Size                      | Cur. Agent Elected | Initial Contract++ | 2/4 Year | No. of Campuses# | Contract Expiration |
|-----------------------------------|--------------------------------|--------------------------------|--------------------|--------------------|----------|------------------|---------------------|
| <u>NEW YORK (Cont'd.)</u>         |                                |                                |                    |                    |          |                  |                     |
| *New York Institute of Technology | AAUP                           | 295                            | 1970               | 1971               | 4        | 3                | 8/31/92             |
| Central Islip Campus              |                                |                                |                    |                    | 4        |                  |                     |
| New York City Campus              |                                |                                |                    |                    | 4        |                  |                     |
| Old Westbury-Main Campus          |                                |                                |                    |                    | 4        |                  |                     |
| *New York University Law School   | Ind.                           |                                | 1973               | ---                | 4        | 1                |                     |
| Niagara County Community College  | NYEA/NEA (ACCF)                | 178                            | 1978               | 1969               | 2        | 1                | 8/31/86             |
| *Niagara University               | Ind.                           |                                | 1975               | 1979               | 4        | 1                | 8/31/82             |
| North Country Community College   | NYEA/NEA (NEA 1969; ACCF 1972) | 50 ft                          | 1978               | 1970               | 2        | 4                | 8/31/90             |
| Elizabethtown Campus              |                                |                                |                    |                    |          |                  |                     |
| Malone Campus                     |                                |                                |                    |                    |          |                  |                     |
| Saranac Lake Campus               |                                |                                |                    |                    |          |                  |                     |
| Ticonderoga Campus                |                                |                                |                    |                    |          |                  |                     |
| Onondaga Community College        | NYSUT/AFT                      | 200 ft <sup>34</sup><br>230 pt | 1967               |                    | 2        | 1                | 8/31/89             |
| Orange County Community College   | NYEA/NEA (NEA 1969; ACCF 1972) | 125                            | 1978               | 1969               | 2        | 1                | 8/31/88             |
| o Staff & Chairmen                | Ind.                           | 55                             | 1969               | 1969               | 2        | 1                | 8/31/84             |



| Institution | Bargaining<br>Agent+ | Unit<br>Size | Cur. Agent<br>Elected | Initial<br>Contract++ | 2/4<br>Year | No. of<br>Campuses# | Contract<br>Expiration |
|-------------|----------------------|--------------|-----------------------|-----------------------|-------------|---------------------|------------------------|
|-------------|----------------------|--------------|-----------------------|-----------------------|-------------|---------------------|------------------------|

State University of New York  
(Cont'd.)

|    |                                                         |  |  |  |   |  |  |
|----|---------------------------------------------------------|--|--|--|---|--|--|
| 64 | Coll. of Environmental Sci.<br>and Forestry at Syracuse |  |  |  | 4 |  |  |
|    | Coll. of Human Ecology at<br>Cornell Univ.              |  |  |  | 4 |  |  |
|    | Coll. of Technology at<br>Utica/Rome                    |  |  |  | 4 |  |  |
|    | Coll. of Veterinary Med.<br>at Cornell Univ.            |  |  |  | 4 |  |  |
|    | Empire State College                                    |  |  |  | 4 |  |  |
|    | Maritime Coll. at Fort<br>Schuyler                      |  |  |  | 4 |  |  |
|    | School of Indus. & Labor<br>Rels. at Cornell Univ.      |  |  |  | 4 |  |  |
|    | State University Colleges                               |  |  |  | 4 |  |  |
|    | Brockport                                               |  |  |  | 4 |  |  |
|    | Buffalo                                                 |  |  |  | 4 |  |  |
|    | Cortland                                                |  |  |  | 4 |  |  |
|    | Fredonia                                                |  |  |  | 4 |  |  |
|    | Geneseo                                                 |  |  |  | 4 |  |  |
|    | New Paltz                                               |  |  |  | 4 |  |  |
|    | Old Westbury                                            |  |  |  | 4 |  |  |
|    | Oneonta                                                 |  |  |  | 4 |  |  |
|    | Oswego                                                  |  |  |  | 4 |  |  |
|    | Plattsburgh                                             |  |  |  | 4 |  |  |
|    | Potsdam                                                 |  |  |  | 4 |  |  |
|    | Purchase                                                |  |  |  | 4 |  |  |
|    | State University of New York                            |  |  |  | 4 |  |  |
|    | Albany                                                  |  |  |  | 4 |  |  |
|    | Binghamton                                              |  |  |  | 4 |  |  |
|    | Buffalo                                                 |  |  |  | 4 |  |  |
|    | Stony Brook                                             |  |  |  | 4 |  |  |

| Institution                               | Bargaining Agent+  | Unit Size      | Cur. Agent Elected | Initial Contract++ | 2/4 Year | No. of Campuses# | Contract Expiration |
|-------------------------------------------|--------------------|----------------|--------------------|--------------------|----------|------------------|---------------------|
| State University of New York<br>(Cont'd.) |                    |                |                    |                    |          |                  |                     |
| Medical Centers                           |                    |                |                    |                    | 4        |                  |                     |
| Coll. of Optometry at<br>New York City    |                    |                |                    |                    | 4        |                  |                     |
| Brooklyn Health Science<br>Center         |                    |                |                    |                    | 4        |                  |                     |
| Stony Brook Health Science<br>Center      |                    |                |                    |                    | 4        |                  |                     |
| Syracuse Health Science<br>Center         |                    |                |                    |                    | 4        |                  |                     |
| Suffolk County Community<br>College       | NYSUT/AFT          | 415            | 1970               | 1970               | 2        | 3                | 8/31/89             |
| Eastern Campus (Riverhead)                |                    |                |                    |                    | 2        |                  |                     |
| Selden Campus                             |                    |                |                    |                    | 2        |                  |                     |
| Western Campus (Brentwood)                |                    |                |                    |                    | 2        |                  |                     |
| o Guild of Administrative<br>Offices      | AFSCME             | 80             | 1970               | 1970               | 2        | 3                | 8/31/88             |
| Sullivan County Community<br>College      | NEA<br>(ACCF 1974) | 120            | 1978               | 1976               | 2        | 1                | 8/31/87             |
| o Professional Staff                      | NEA                |                |                    |                    | 2        | 1                | 8/31/87             |
| *Taylor Business Institute                | AFT                | 80             | 1969               | 1970               | 2        | 1                | 6/89                |
| Tompkins-Cortland Community<br>College    | NYEA               | 88             | 1982               | 1983               | 2        | 1                | 8/31/89             |
| *Trocaire College                         | Ind.               | 34 ft<br>33 pt | 1974               | 1981               | 2        | 1                | 8/15/89             |

| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

# NEW YORK (Cont'd.)

|                                 |                                      |    |      |      |   |   |         |
|---------------------------------|--------------------------------------|----|------|------|---|---|---------|
| Ulster County Community College | NYEA/NEA<br>(NEA 1970;<br>ACCF 1972) | 88 | 1978 | 1970 | 2 | 1 | 8/31/90 |
|---------------------------------|--------------------------------------|----|------|------|---|---|---------|

|                        |                         |    |      |      |   |   |         |
|------------------------|-------------------------|----|------|------|---|---|---------|
| o Administrative Staff | NYEA/NEA<br>(OPAP 1970) | 57 | 1984 | 1970 | 2 | 1 | 8/31/90 |
|------------------------|-------------------------|----|------|------|---|---|---------|

|                              |      |    |      |      |   |   |      |
|------------------------------|------|----|------|------|---|---|------|
| U.S. Merchant Marine Academy | AFGE | 75 | 1978 | 1968 | 4 | 1 | 1974 |
|------------------------------|------|----|------|------|---|---|------|

|                                       |      |        |      |      |   |   |         |
|---------------------------------------|------|--------|------|------|---|---|---------|
| *Utica College of Syracuse University | AAUP | 106 ft | 1976 | 1977 | 4 | 1 | 6/30/90 |
|---------------------------------------|------|--------|------|------|---|---|---------|

|                               |     |    |      |      |   |   |         |
|-------------------------------|-----|----|------|------|---|---|---------|
| *Vassar College (Prof. Staff) | CWA | 23 | 1985 | 1986 | 4 | 1 | 6/30/89 |
|-------------------------------|-----|----|------|------|---|---|---------|

|                               |           |     |      |      |   |   |         |
|-------------------------------|-----------|-----|------|------|---|---|---------|
| Westchester Community College | NYSUT/AFT | 210 | 1969 | 1969 | 2 | 1 | 8/31/88 |
|-------------------------------|-----------|-----|------|------|---|---|---------|

# OHIO

|                          |      |    |      |      |   |   |         |
|--------------------------|------|----|------|------|---|---|---------|
| Central State University | AAUP | 90 | 1985 | 1985 | 4 | 1 | 8/31/88 |
|--------------------------|------|----|------|------|---|---|---------|

|                                     |      |        |      |      |   |   |        |
|-------------------------------------|------|--------|------|------|---|---|--------|
| Cuyahoga Community College District | AAUP | 345 ft | 1977 | 1978 | 2 | 3 | 9/1/89 |
| Eastern Campus                      |      |        |      |      | 2 |   |        |
| Metropolitan Campus                 |      |        |      |      | 2 |   |        |
| Western Campus                      |      |        |      |      | 2 |   |        |

|               |     |       |      |      |   |   |         |
|---------------|-----|-------|------|------|---|---|---------|
| *Dyke College | AFT | 16 ft | 1975 | 1976 | 4 | 1 | 8/31/88 |
|---------------|-----|-------|------|------|---|---|---------|

|                      |     |    |      |  |   |   |         |
|----------------------|-----|----|------|--|---|---|---------|
| Edison State College | NEA | 43 | 1985 |  | 2 | 1 | 8/31/89 |
|----------------------|-----|----|------|--|---|---|---------|

|                           |     |    |      |     |   |   |  |
|---------------------------|-----|----|------|-----|---|---|--|
| Hocking Technical College | NEA | 30 | 1986 | --- | 2 | 1 |  |
|---------------------------|-----|----|------|-----|---|---|--|



| Institution                    | Bargaining Agent+                        | Unit Size        | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration                 |
|--------------------------------|------------------------------------------|------------------|--------------------|--------------------|-----------------|------------------|-------------------------------------|
| <u>OHIO (Cont'd.)</u>          |                                          |                  |                    |                    |                 |                  |                                     |
| Jefferson Technical College    | NEA                                      | 46               | 1985               | 1986               | 2               | 1                | 12/31/88                            |
| Kent State University          | AAUP <sup>36</sup><br>(AAUP/NEA<br>1975) | 850 ft           | 1979               | 1978               | 2/4             | 8                | 9/16/90                             |
| Ashtabula Regional Campus      |                                          |                  |                    |                    | 2               |                  |                                     |
| East Liverpool Regional Campus |                                          |                  |                    |                    | 2               |                  |                                     |
| Geauga Regional Campus         |                                          |                  |                    |                    | 2               |                  |                                     |
| Main Campus                    |                                          |                  |                    |                    | 4               |                  |                                     |
| Salem Regional Campus          |                                          |                  |                    |                    | 2               |                  |                                     |
| Stark County Regional Campus   |                                          |                  |                    |                    | 2               |                  |                                     |
| Trumbull Regional Campus       |                                          |                  |                    |                    | 2               |                  |                                     |
| Tuscarawas Regional Campus     |                                          |                  |                    |                    | 2               |                  |                                     |
| Lakeland Community College     | NEA                                      | 114 ft           | 1978               | 1978               | 2               | 1                | 8/31/89                             |
| Northwest Technical College    | NEA                                      | 45               | 1975               | 1973               | 2               | 1                | 8/31/88                             |
| *Rio Grande College            | Ind.                                     | 76               | 1976               |                    | 4               | 1                | Salaries Only-6/85<br>Tenure - 9/87 |
| Shawnee State University       | NEA                                      | 80 ft<br>157 Spt | 1975               | 1976               | 4               | 1                | 8/31/90                             |

| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

# OHIO (Cont'd.)

|                                                                                                                                                                        |      |        |      |      |                         |   |         |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|--------|------|------|-------------------------|---|---------|
| Southern State Community College<br>Central Campus<br>North Campus<br>South Campus                                                                                     | NEA  | 29     | 1985 | 1986 | 2                       | 3 | 8/31/89 |
| Terra Technical College                                                                                                                                                | NEA  | 47     | 1985 | 1986 | 2                       | 1 | 8/31/88 |
| University of Cincinnati<br>Main Campus-University Col.<br>Campus Centers<br>Clermont General & Tech. College<br>College of Applied Science<br>Raymond Walters College | AAUP | 1,575  | 1975 | 1976 | 2/4<br>4<br>2<br>2<br>2 | 4 | 8/31/89 |
| Y*Wilberforce University                                                                                                                                               | AAUP | 49 ft  | 1979 | 1979 | 4                       | 1 | 8/31/86 |
| Youngstown State University                                                                                                                                            | NEA  | 415 ft | 1972 | 1973 | 2/4                     | 1 | 6/14/89 |

# OREGON

|                                  |                                                      |               |      |      |   |   |         |
|----------------------------------|------------------------------------------------------|---------------|------|------|---|---|---------|
| Blue Mountain Community College  | NEA                                                  | 73 ft         | 1975 | 1976 | 2 | 1 | 6/30/87 |
| Central Oregon Community College | Ind. 1985 <sup>37</sup><br>(Ind. 1975)<br>(NEA 1979) | 68 ft<br>5 pt | 1985 | 1977 | 2 | 1 | 6/30/88 |

| Institution                   | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------------------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>OREGON (Cont'd.)</b>       |                   |           |                    |                    |                 |                  |                     |
| Chemeketa Community College   | NEA               | 224 f/pt  | 1974               | 1974               | 2               | 1                | 6/30/89             |
| Clackamas Community College   | NEA/OEA           | 153 ft    | 1975               | 1973               | 2               | 1                | 6/30/89             |
| Clatsop Community College     | NEA               | 37 ft     | 1975               | 1975               | 2               | 1                | 6/30/88             |
| Lane Community College        | NEA               | 281 ft    | 1974               | 1974               | 2               | 1                | 6/30/87             |
| Mount Hood Community College  | Ind.              | 161 ft    | 1975               | 1976               | 2               | 1                | 8/31/88             |
| o Part-time                   | OEA               | 400       | 1982               |                    | 2               | 1                | 6/30/88             |
| Portland Community College    | OFT/AFT           | 350       | 1974               | 1975               | 2               | 3                | 8/31/89             |
| Cascade Campus                |                   |           |                    |                    | 2               |                  |                     |
| Rock Creek Campus             |                   |           |                    |                    | 2               |                  |                     |
| Sylvania Campus               |                   |           |                    |                    | 2               |                  |                     |
| Campus Centers                |                   |           |                    |                    |                 |                  |                     |
| Ross Island Center            |                   |           |                    |                    | 2               |                  |                     |
| Southeast Center              |                   |           |                    |                    | 2               |                  |                     |
| Stadium Center                |                   |           |                    |                    | 2               |                  |                     |
| o Part-time                   | OFT/AFT           | 693       | 1984               | 1986               | 2               | 3                | 9/14/88             |
| Portland State University     | AAUP              | 548       | 1978               | 1979               | 4               | 1                | 6/30/89             |
| o Part-time                   | AFT               | 200       | 1978               | 1979               | 4               | 1                | 6/30/89             |
| Rogue Community College       | OEA               | 58 ft     | 1975               | 1975               | 2               | 1                | 6/30/90             |
| Southern Oregon State College | Ind.              | 293 ft    | 1973               | 1975               | 4               | 1                | 6/30/89             |

| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

# OREGON (Cont'd.)

|                                                |          |             |      |      |   |   |         |
|------------------------------------------------|----------|-------------|------|------|---|---|---------|
| Southwestern Oregon Community College          | AFT      | 65 f/pt     | 1974 | 1974 | 2 | 1 | 6/30/90 |
| Treasure Valley Community College              | NEA      | 56          |      | ---  | 2 | 1 | 6/30/90 |
| University of Oregon Graduate Teaching Fellows | AFT      | 1,000       | 1977 | 1978 | 4 | 1 | 6/30/89 |
| Western Oregon State College                   | AFT      | 200 f/pt    | 1974 | 1975 | 4 | 1 | 8/15/89 |
| *Western States Chiropractic College           | Ind./AFT | 20 ft 15 pt | 1978 | 1979 | 4 | 1 | 6/30/88 |

# PENNSYLVANIA

|                                       |     |        |      |      |   |   |         |
|---------------------------------------|-----|--------|------|------|---|---|---------|
| Antioch College <sup>38</sup>         | AFT | 1      | 1980 |      | 4 | 1 | 8/31/88 |
| Bucks County Community College        | AFT | 191    | 1971 | 1972 | 2 | 1 | 8/15/89 |
| Community College of Allegheny County | AFT | 383 ft | 1971 | 1972 | 2 | 4 | 8/22/89 |
| Allegheny Campus                      |     |        |      |      | 2 |   |         |
| Boyce Campus                          |     |        |      |      | 2 |   |         |
| North Campus (Pittsburgh)             |     |        |      |      | 2 |   |         |
| South Campus (West Mifflin)           |     |        |      |      | 2 |   |         |

| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

**PENNSYLVANIA (Cont'd.)**

|                                    |                   |       |      |      |   |   |        |
|------------------------------------|-------------------|-------|------|------|---|---|--------|
| Community College of Beaver County | NEA<br>(AFT 1970) | 54 ft | 1973 | 1972 | 2 | 1 | 8/3/88 |
|------------------------------------|-------------------|-------|------|------|---|---|--------|

|                                   |     |        |      |      |   |                 |         |
|-----------------------------------|-----|--------|------|------|---|-----------------|---------|
| Community College of Philadelphia | AFT | 370 ft | 1970 | 1970 | 2 | 1 <sup>39</sup> | 8/31/90 |
| o Adjunct                         | AFT | 625 pt | 1978 | 1983 | 2 | 1               | 8/31/90 |

|                                   |     |        |      |      |   |   |         |
|-----------------------------------|-----|--------|------|------|---|---|---------|
| Delaware County Community College | NEA | 100 ft | 1974 | 1975 | 2 | 1 | 8/20/84 |
|-----------------------------------|-----|--------|------|------|---|---|---------|

|                            |     |       |      |  |   |   |          |
|----------------------------|-----|-------|------|--|---|---|----------|
| *Lackawanna Junior College | NEA | 28 ft | 1979 |  | 2 | 1 | 12/31/83 |
|----------------------------|-----|-------|------|--|---|---|----------|

|                                 |     |       |      |      |   |   |         |
|---------------------------------|-----|-------|------|------|---|---|---------|
| Lehigh County Community College | NEA | 70 ft | 1970 | 1972 | 2 | 1 | 8/31/88 |
|---------------------------------|-----|-------|------|------|---|---|---------|

|                    |      |       |      |      |   |   |         |
|--------------------|------|-------|------|------|---|---|---------|
| Lincoln University | AAUP | 80 ft | 1972 | 1973 | 4 | 1 | 8/31/88 |
|--------------------|------|-------|------|------|---|---|---------|

|                                  |     |     |      |      |   |   |         |
|----------------------------------|-----|-----|------|------|---|---|---------|
| Luzerne County Community College | NEA | 104 | 1971 | 1971 | 2 | 1 | 8/31/90 |
|----------------------------------|-----|-----|------|------|---|---|---------|

|                                     |                    |        |      |      |   |   |         |
|-------------------------------------|--------------------|--------|------|------|---|---|---------|
| Montgomery County Community College | AFT<br>(AAUP 1979) | 150 ft | 1982 | 1980 | 2 | 1 | 8/31/88 |
|-------------------------------------|--------------------|--------|------|------|---|---|---------|

|                       |     |                |      |      |   |   |         |
|-----------------------|-----|----------------|------|------|---|---|---------|
| *Moore College of Art | AFT | 30 ft<br>20 pt | 1971 | 1971 | 4 | 1 | 8/31/88 |
|-----------------------|-----|----------------|------|------|---|---|---------|

|                                           |     |     |      |      |   |   |         |
|-------------------------------------------|-----|-----|------|------|---|---|---------|
| Northampton County Area Community College | AFT | 102 | 1976 | 1977 | 2 | 1 | 6/30/89 |
|-------------------------------------------|-----|-----|------|------|---|---|---------|

|                                               |                                                      |               |      |      |   |    |         |
|-----------------------------------------------|------------------------------------------------------|---------------|------|------|---|----|---------|
| Pennsylvania State System of Higher Education | APSCUF/AFT<br>(NEA 1971;<br>Ind. 1977;<br>AAUP 1979) | 4,700<br>f/pt | 1979 | 1971 | 4 | 14 | 6/30/90 |
|-----------------------------------------------|------------------------------------------------------|---------------|------|------|---|----|---------|

| Institution                                             | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|---------------------------------------------------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
| Pennsylvania State System of Higher Education (Cont'd.) |                   |           |                    |                    |                 |                  |                     |
| California Univ. of Penn.                               |                   |           |                    |                    | 4               |                  |                     |
| Cheyney Univ. of Penn.                                  |                   |           |                    |                    | 4               |                  |                     |
| Clarion Univ. of Penn.                                  |                   |           |                    |                    | 4               |                  |                     |
| East Stroudsburg Univ. of Penn.                         |                   |           |                    |                    | 4               |                  |                     |
| Edinboro Univ. of Penn.                                 |                   |           |                    |                    | 4               |                  |                     |
| Indiana Univ. of Penn.                                  |                   |           |                    |                    | 4               |                  |                     |
| Kutztown Univ. of Penn.                                 |                   |           |                    |                    | 4               |                  |                     |
| Lock Haven Univ. of Penn.                               |                   |           |                    |                    | 4               |                  |                     |
| Mansfield Univ. of Penn.                                |                   |           |                    |                    | 4               |                  |                     |
| Millersville Univ. of Penn.                             |                   |           |                    |                    | 4               |                  |                     |
| Shippensburg Univ. of Penn.                             |                   |           |                    |                    | 4               |                  |                     |
| Slippery Rock Univ. of Penn.                            |                   |           |                    |                    | 4               |                  |                     |
| West Chester Univ. of Penn.                             |                   |           |                    |                    | 4               |                  |                     |
| Reading Area Community College                          | AFT               | 32        | 1974               | 1975               | 2               | 1                | 6/30/90             |
| *Robert Morris College                                  | AFT               | 114 ft    | 1974               | 1975               | 4               | 1                | 4/12/89             |
| *Spring Garden College                                  | AFT               | 50 ft     | 1979               | 1979               | 4               | 1                | 8/31/88             |
| Temple University                                       | AAUP/AFT          | 1,052 ft  | 1972               | 1973               | 4               | 3                | 6/30/86             |
| Ambler Campus                                           |                   |           |                    |                    | 4               |                  |                     |
| Philadelphia Campus                                     |                   |           |                    |                    | 4               |                  |                     |
| Tyler Sch. of Art Campus                                |                   |           |                    |                    | 4               |                  |                     |
| Temple University Law School                            | Ind.              | 39 ft     | 1973               | 1973               | 4               | 1                | 1982 Salaries Only  |

| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

#### PENNSYLVANIA (Cont'd.)

|                                                                          |      |          |      |      |   |   |         |
|--------------------------------------------------------------------------|------|----------|------|------|---|---|---------|
| University of Pittsburgh Medical School<br>(See also "No Agent" Listing) | Ind. | 831 f/pt | 1976 | ---  | 4 | 1 |         |
| *University of Scranton                                                  | Ind. | 210 ft   | 1974 | 1974 | 4 | 1 | 8/19/88 |
| Westmoreland County Community College                                    | NEA  | 65 ft    | 1972 | 1972 | 2 | 1 | 6/30/88 |
| Williamsport Area Community College                                      | NEA  | 160 ft   | 1971 | 1972 | 2 | 2 | 8/31/91 |
| North Campus                                                             |      |          |      |      | 2 |   |         |
| Natural Resources                                                        |      |          |      |      | 2 |   |         |

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#### RHODE ISLAND

|                                   |     |                  |      |      |   |   |          |
|-----------------------------------|-----|------------------|------|------|---|---|----------|
| *Bryant College                   | AFT | 116 ft<br>140 pt | 1967 | 1967 | 4 | 1 | 7/31/89  |
| Community College of Rhode Island | NEA | 300 f/pt         | 1972 | 1972 | 2 | 2 | 6/30/90  |
| Lincoln Campus                    |     |                  |      |      | 2 |   |          |
| Warwick Campus                    |     |                  |      |      | 2 |   |          |
| Rhode Island College              | AFT | 360 ft           | 1972 | 1972 | 4 | 1 | 6/30/90  |
| *Rhode Island School of Design    | NEA | 97 ft            | 1978 | 1979 | 4 | 1 | 6/30/87  |
| o Adjunct                         | NEA | 146 pt           | 1980 |      | 4 | 1 | 6/30/126 |



| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

#### RHODE ISLAND (Cont'd.)

|                            |      |                 |      |      |   |   |         |
|----------------------------|------|-----------------|------|------|---|---|---------|
| *Roger Williams College    | NEA  | 108 ft<br>44 pt | 1972 | 1973 | 4 | 2 | 6/30/89 |
| Bristol Campus             |      |                 |      |      | 4 |   |         |
| Providence Branch          |      |                 |      |      | 4 |   |         |
| University of Rhode Island | AAUP | 699             | 1971 | 1972 | 4 | 1 | 6/30/90 |

#### SOUTH DAKOTA

|                                      |     |          |      |      |   |   |         |
|--------------------------------------|-----|----------|------|------|---|---|---------|
| 59 *National College of Business     | NEA | 40 ft    | 1976 | 1977 | 4 | 1 | 8/31/87 |
| South Dakota Board of Regents System | NEA | 1,250 ft | 1977 | 1979 | 4 | 6 | 6/30/88 |
| Black Hills St. Col.                 |     |          |      |      | 4 |   |         |
| Dakota St. Col.                      |     |          |      |      | 4 |   |         |
| Main Campus-Vermillion               |     |          |      |      | 4 |   |         |
| Northern St. Col.                    |     |          |      |      | 4 |   |         |
| S.D. Sch. of Mines and Technol.      |     |          |      |      | 4 |   |         |
| S.D. State University                |     |          |      |      | 4 |   |         |

#### VERMONT

|                        |     |     |      |      |     |   |         |
|------------------------|-----|-----|------|------|-----|---|---------|
| Vermont State Colleges | AFT | 232 | 1973 | 1975 | 2/4 | 4 | 8/31/89 |
| Castleton St. Col.     |     |     |      |      | 4   |   |         |
| Johnson St. Col.       |     |     |      |      | 4   |   |         |

| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

Vermont State Colleges (Cont'd.)

|                    |  |  |  |  |   |  |  |
|--------------------|--|--|--|--|---|--|--|
| Lyndon St. Col.    |  |  |  |  | 4 |  |  |
| Vermont Tech. Col. |  |  |  |  | 2 |  |  |

VIRGINIA

|                        |     |         |      |      |   |   |         |
|------------------------|-----|---------|------|------|---|---|---------|
| Y*Marymount University | NEA | 51 f/pt | 1975 | 1975 | 4 | 1 | 8/31/89 |
|------------------------|-----|---------|------|------|---|---|---------|

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WASHINGTON

|                                              |                                          |                  |      |      |   |   |         |
|----------------------------------------------|------------------------------------------|------------------|------|------|---|---|---------|
| Bellevue Community College                   | NEA                                      | 350 ft           | 1972 | 1972 | 2 | 1 | 8/31/89 |
| Big Bend Community College                   | WEA/NEA<br>(Ind./NEA, 1965;<br>AFT 1975) | 50               | 1980 | 1972 | 2 | 1 | 6/30/88 |
| Clark College                                | NEA<br>(Ind.)                            | 65               | 1974 | 1964 | 2 | 1 | 9/1/82  |
| Columbia Basin Community College             | NEA                                      | 95 f/pt          | 1972 | 1973 | 2 | 1 | 6/30/89 |
| Community College District XII <sup>40</sup> | AFT<br>(NEA 1968)                        | 104 ft<br>184 pt | 1986 | ---  | 2 | 3 | 6/30/89 |

Centralia Col.  
South Puget Sound C.C.

2  
2

130

| Institution                              | Bargaining Agent+  | Unit Size        | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|------------------------------------------|--------------------|------------------|--------------------|--------------------|-----------------|------------------|---------------------|
| Community College District XII (Cont'd.) |                    |                  |                    |                    |                 |                  |                     |
| Campus Center<br>Garrett Heyns Ed. Cntr. |                    |                  |                    |                    | 2               |                  |                     |
| Edmonds Community College <sup>41</sup>  | AFT<br>(Ind. 1969) | 110 ft<br>300 pt | 1975               | 1976               | 2               | 1 <sup>42</sup>  | 6/30/88             |
| Everett Community College <sup>43</sup>  | AFT<br>(Ind. 1969) | 108 ft<br>141 pt | 1975               | 1976               | 2               | 1                | 6/30/90             |
| Fort Steilacoom Community College        | SEIU<br>(NEA 1969) | 96 ft<br>300 pt  | 1981               | 1969               | 2               | 1                | 9/1/88              |
| Grays Harbor College                     | NEA                | 50               | 1968               |                    | 2               | 1                | Informal Agreement  |
| Green River Community College            | AFT/NEA            | 103 ft<br>120 pt | 1972               | 1973               | 2               | 1                | 5/15/90             |
| Highline Community College               | NEA                | 131 ft<br>250 pt | 1965               | 1969               | 2               | 1                | 8/30/89             |
| Lower Columbia College                   | NEA                | 72               | 1967               | 1972               | 2               | 1                | 8/31/87             |
| Olympic College                          | NEA                | 94 ft<br>250 pt  | 1964               |                    | 2               | 1                | 6/30/88             |
| Peninsula College                        | NEA/WEA            | 43 ft<br>65 pt   | 1967               | 1980               | 2               | 1                | 6/30/89             |

| Institution                                   | Bargaining Agent+            | Unit Size        | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-----------------------------------------------|------------------------------|------------------|--------------------|--------------------|-----------------|------------------|---------------------|
| <b>WASHINGTON (Cont'd.)</b>                   |                              |                  |                    |                    |                 |                  |                     |
| Seattle Community College District VI         | AFT                          | 380              | 1968               | 1968               | 2               | 3                | 8/31/87             |
| Central Campus                                |                              |                  |                    |                    | 2               |                  |                     |
| North Campus                                  |                              |                  |                    |                    | 2               |                  |                     |
| South Campus                                  |                              |                  |                    |                    | 2               |                  |                     |
| Shoreline Community College                   | AFT<br>(NEA 1970)            | 302<br>f/pt      | 1974               | 1975               | 2               | 1                | 6/30/89             |
| Skagit Valley College                         | NEA                          | 88 ft<br>200 pt  | 1965               | 1969               | 2               | 2                | 6/30/89             |
| Mount Vernon Campus<br>Whidbey Campus         |                              |                  |                    |                    |                 |                  |                     |
| Spokane Falls Community College District XVII | NEA                          | 350 ft<br>650 pt | 1970               | 1977               | 2               | 2                | 8/31/88             |
| Spokane C.C.                                  |                              |                  |                    |                    | 2               |                  |                     |
| Spokane Falls C.C.                            |                              |                  |                    |                    | 2               |                  |                     |
| Tacoma Community College                      | AFT                          | 78 ft<br>203 pt  | 1972               | 1973               | 2               | 1                | 6/19/88             |
| University of Washington Nursing Staff        | 1199 NW (Ind.)               | 400              | 1985               | 1987               | 4               | 1                | 5/89                |
| o Nursing Staff                               | WA State Nursing Association | 600              | 1972               | 1974               | 4               | 1                | 3/90                |
| Walla Walla Community College                 | NEA                          | 90               | 1968               | 1970               | 2               | 2                | 6/30/89             |

| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

#### WASHINGTON (Cont'd.)

|                                 |                                |                 |      |      |   |   |         |
|---------------------------------|--------------------------------|-----------------|------|------|---|---|---------|
| Wenatchee Valley College        | NEA                            | 56 ft<br>120 pt | 1965 | 1975 | 2 | 1 | 6/30/89 |
| Whatcom Community College       | AFT                            | 125<br>f/pt     | 1975 | 1976 | 2 | 1 | 8/31/88 |
| Yakima Valley Community College | AFT<br>(NEA 1971;<br>AFT 1973) | 375<br>f/pt     | 1978 | 1973 | 2 | 1 | 6/30/89 |

#### WISCONSIN

|                                             |                       |     |      |      |   |   |         |
|---------------------------------------------|-----------------------|-----|------|------|---|---|---------|
| Blackhawk Vocational Technical Institute    | AFT/WFT               | 81  | 1972 | 1974 | 2 | 1 | 6/30/87 |
| Chippewa Valley Tech. College <sup>44</sup> | WEA/NEA               | 188 | 1985 | 1969 | 2 | 2 | 6/30/88 |
| Chippewa Falls Campus                       |                       |     |      |      | 2 |   |         |
| Menomonie Campus                            |                       |     |      |      | 2 |   |         |
| Fox Valley Technical Institute              | NEA                   | 200 | 1968 | 1969 | 2 | 2 | 6/30/87 |
| Fox Valley Tech. Inst.-Appleton             |                       |     |      |      | 2 |   |         |
| Fox Valley Tech. Inst.-Oshkosh              |                       |     |      |      | 2 |   |         |
| Gateway Technical College                   | WEA/NEA<br>(AFT 1972) | 174 | 1982 | 1973 | 2 | 4 | 6/30/87 |
| Gateway Aviation Cntr.-Kenosha              |                       |     |      |      | 2 |   |         |

| Institution                         | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------------------------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
| Gateway Technical College (Cont'd.) |                   |           |                    |                    |                 |                  |                     |
| Gateway Tech.-Elkhorn               |                   |           |                    |                    | 2               |                  |                     |
| Gateway Tech.-Kenosha               |                   |           |                    |                    | 2               |                  |                     |
| Gateway Tech.-Racine                |                   |           |                    |                    | 2               |                  |                     |
| Lakeshore Technical Institute       | NEA               | 105 ft    | 1968               | 1968               | 2               | 1                | 6/30/87             |
| Madison Area Vocational & Technical |                   |           |                    |                    |                 |                  |                     |
|                                     | AFT               | 375       | 1969               | 1969               | 2               | 5                | 6/30/87             |
| Mad. Area Tech. Col.-Ft. Atkinson   |                   |           |                    |                    | 2               |                  |                     |
| Mad. Area Tech. Col.-Madison        |                   |           |                    |                    | 2               |                  |                     |
| Mad. Area Tech. Col.-Portage        |                   |           |                    |                    | 2               |                  |                     |
| Mad. Area Tech. Col.-Reedsburg      |                   |           |                    |                    | 2               |                  |                     |
| Mad. Area Tech. Col.-Watertown      |                   |           |                    |                    | 2               |                  |                     |
| Mid-State Technical College         |                   |           |                    |                    |                 |                  |                     |
|                                     | NEA               | 87        | 1970               | 1970               | 2               | 3                | 8/14/87             |
| Marshfield                          |                   |           |                    |                    | 2               |                  |                     |
| Stevens Point                       |                   |           |                    |                    | 2               |                  |                     |
| Wisconsin Rapids                    |                   |           |                    |                    | 2               |                  |                     |
| Milwaukee Area Technical College    |                   |           |                    |                    |                 |                  |                     |
|                                     | AFT               | 600       | 1963               | 1967               | 2               | 4                | 6/30/89             |
| Milwaukee Campus                    |                   |           |                    |                    | 2               |                  |                     |
| North Campus                        |                   |           |                    |                    | 2               |                  |                     |
| South Campus                        |                   |           |                    |                    | 2               |                  |                     |
| West Campus                         |                   |           |                    |                    | 2               |                  |                     |
| Moraine Park Technical Institute    |                   |           |                    |                    |                 |                  |                     |
|                                     | AFT               | 140       | 1969               | 1969               | 2               | 3                | 6/30/87             |
| Beaver Dam Campus                   |                   |           |                    |                    | 2               |                  |                     |
| Fond du Lac Campus                  |                   |           |                    |                    | 2               |                  |                     |
| West Bend Campus                    |                   |           |                    |                    | 2               |                  |                     |
| North Central Tech. Institute       |                   |           |                    |                    |                 |                  |                     |
|                                     | NEA               | 138       | 1969               | 1969               | 2               | 2                | 6/30/87             |
| Main Campus-Wausau                  |                   |           |                    |                    | 2               |                  |                     |
| Satellite-Antigo                    |                   |           |                    |                    | 2               |                  |                     |

| Institution | Bargaining Agent+ | Unit Size | Cur. Agent Elected | Initial Contract++ | 2/4 Yr. College | No. of Campuses# | Contract Expiration |
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|
|-------------|-------------------|-----------|--------------------|--------------------|-----------------|------------------|---------------------|

# WISCONSIN (Cont'd.)

|                                                                |                       |          |      |      |   |   |          |
|----------------------------------------------------------------|-----------------------|----------|------|------|---|---|----------|
| Northeast Wisconsin Technical Institute                        | NEA<br>(AFT 1967)     | 186      | 1972 | 1972 | 2 | 3 | 8/24/87  |
| Green Bay Campus                                               |                       |          |      |      | 2 |   |          |
| Marinette Campus                                               |                       |          |      |      | 2 |   |          |
| Sturgeon Bay Campus                                            |                       |          |      |      | 2 |   |          |
| *Northland College                                             | Ind.                  | 38 ft    | 1975 | 1979 | 4 | 1 | 12/31/85 |
| Southwest Wisconsin Technical Institute                        | AFT                   | 103 f/pt | 1972 | 1978 | 2 | 1 | 6/30/87  |
| University of Wisconsin-Madison Teaching, Prog. & Proj. Assts. | TAA/AFT <sup>45</sup> | 2,400    | 1987 | ---  | 4 | 1 |          |
| Waukesha County Technical College                              | NEA                   | 185      | 1967 | 1967 | 2 | 3 | 7/31/87  |
| Menomonie Falls Campus                                         |                       |          |      |      | 2 |   |          |
| Pewaukee (Main Campus)                                         |                       |          |      |      | 2 |   |          |
| Waukesha Campus                                                |                       |          |      |      | 2 |   |          |
| Western Wisconsin Technical Institute                          | AFT<br>(Ind. 1976)    | 169      | 1976 | 1977 | 2 | 1 | 6/30/87  |
| Wisconsin Indianhead VTAE District                             | AFT                   | 138      | 1972 | 1972 | 2 | 4 | 6/30/87  |
| Ashland Campus                                                 |                       |          |      |      | 2 |   |          |
| New Richmond Campus                                            |                       |          |      |      | 2 |   |          |
| Rice Lake Campus                                               |                       |          |      |      | 2 |   |          |
| Superior Campus                                                |                       |          |      |      | 2 |   |          |

# GUAM

|                    |         |     |      |      |   |   |      |
|--------------------|---------|-----|------|------|---|---|------|
| University of Guam | GFT/AFT | 185 | 1985 | 1976 | 4 | 1 | 1988 |
|--------------------|---------|-----|------|------|---|---|------|



## FOOTNOTES

<sup>+</sup> As long as a certificate of recognition is in effect, the institution is designated as having a bargaining agent, even if no collective bargaining has ever taken place. No distinction is made between agent elections and/or voluntary recognition.

<sup>++</sup> Three dashes (---) in this column indicate that no contract has been signed, according to available information.

<sup>#</sup> For purposes of this study, the National Center for Education Statistics' (NCES) definition of a branch campus, along with institutional self-reporting, was used. NCES defines branch campuses as those possessing the following characteristics: a permanent administration, offer programs at least two years in length, located in a community different from parent institutions so as not to be within commuting distance.

\* Private institution.

\*\* First contract between parties.

<sup>Y</sup> College and universities that have exercised a Yeshiva-like claim.

ft indicates full-time, pt part-time.

1. Sources for this publication: communication with institutions, faculty organizations, The Chronicle of Higher Education, Higher Education Daily, and Government Employee Relations Report. Data on bargaining unit size, date of first contract and number of campuses have been obtained from the institutions and agents.

2. The recognized bargaining agent, CTA/NEA defeated a decertification attempt by an Independent association, (1983).

3. Independent agent. Certification covers professional and non-professional librarians. No collective bargaining activity reported; union in inactive status.

4. Includes two educational centers.

5. Formerly Napa College.

6. Includes five off-campus locations.

7. Santa Clarita Community College District encompasses the College of the Canyons, listed in previous Directories.

8. Includes eight outreach centers.

9. Includes three satellite centers.

10. The only organized faculty bargaining unit is at the University of California at Santa Cruz.

11. See "No-Agent" listing.

12. PCFA now independent; formerly affiliated with AAUP.
13. Affiliated with Antioch University of Yellow Springs, Ohio.
14. Members of three Florida unions representing Florida State University System (UFF), several community colleges (UCCFF), and faculty at two private colleges merged their organization into the United Faculty of Florida, Local 1847 of AFT (1979). In 1982, AFT dechartered UFF; UFF then affiliated with NEA.
15. Rejected decertification/opt out election (Sept. 1981).
16. Rejected decertification attempt (1978).
17. Chicago State, Eastern Illinois, Governors State, Northeastern Illinois, and Western Illinois bargain collectively as one unit.
18. East St. Louis Community College and State Community College merged into State Community College of East St. Louis.
19. The recognized bargaining agent, AAUP/NEA, defeated a decertification attempt by the AFT (1979).
20. Rejected decertification attempt (1978).
21. Comprises Massachusetts Community College System and Massachusetts State Colleges; they bargain as two separate units.
22. The recognized bargaining agent, MTA/NEA, defeated a decertification attempt by the AFT (1983).
23. University of Massachusetts-Amherst campus rejected decertification attempt (1980).
24. The University of Minnesota has 5 campuses: Twin Cities, Morris, Duluth, Crookston, Waseca. Twin Cities, Morris, and Duluth are 4-year institutions; Crookston and Waseca are 2-year institutions. Duluth and Waseca are the only unionized campuses and they bargain together as a unit.
25. Formerly Central Technical Community College Area.
26. Rejected decertification attempt (Jan. 1979).
27. Formerly Somerset County College.
28. Union College and Union County Technical Institute merged into Union County College. The AAUP, which had held agent status at Union College, defeated the NEA, the bargaining agent at Union County Technical Institute, for agent status at the newly organized institution. (Vote: AAUP-109, NEA-67).
29. Formerly Rutgers Medical School.
30. Includes five extension centers.

31. Associated Community College Faculties no longer independent union as of 8/31/78; individual locals voted to affiliate with either NYSUT/AFT or NYEA/NEA.

32. AAUP affiliated with PSC/AFT (February 1981).

33. The initial faculty agent was elected in 1967. In 1971, separate staff and adjunct bargaining agents were also elected. The three units were subsequently combined into one in 1972.

34. Adjunct faculty which had previously been designated a separate bargaining unit is included with the full-time faculty unit as of 1985.

35. United University Professions defeated challenge to agent status by NYEA (December 1978). Unit includes the faculty and non-teaching professionals.

36. Faculty at Kent State University voted to sever ties with NEA, while retaining affiliation with AAUP (1979).

37. Unit voted to disaffiliate with NEA (1985).

38. Affiliated with Antioch University, Yellow Springs, Ohio.

39. Includes thirty-seven sites.

40. District XII is composed of Centralia College and South Puget Sound CC, institutions which had previously bargained separately. South Puget Sound CC was formerly Olympia Technical CC.

41. Washington State CC District V, which previously had been comprised of Edmonds CC and Everett CC, was restructured. Both institutions now bargain separately.

42. Edmonds CC provides educational services for the State Dept. of Corrections. The unit does not differentiate among teaching assignments.

43. See footnote 41.

44. Formerly District I Technical Institute, and Area Vocational Technical & Adult Education District I.

45. University terminated voluntary structure agreement. Union challenged administration's action in state court. Court affirmed University's position. Enabling legislation for T.A.'s bargaining was passed in 1987.

ADJUNCT FACULTY CONTRACTS AND BARGAINING AGENTS  
IN PUBLIC AND PRIVATE INSTITUTIONS  
IN THE UNITED STATES

**ADJUNCT FACULTY CONTRACTS AND BARGAINING AGENTS IN  
PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES**

| Institution                                | Bargaining Agent | Unit Size       | Cur. Agent Elected | Initial Contract | 2/4 Yr. College | No. of Campuses | Contract Expiration |
|--------------------------------------------|------------------|-----------------|--------------------|------------------|-----------------|-----------------|---------------------|
| <b><u>CALIFORNIA</u></b>                   |                  |                 |                    |                  |                 |                 |                     |
| Coast Community College                    | NEA              | 1,100           | 1979               | 1980             | 2               | 3               | 9/1/87              |
| Coastline C.C.                             |                  |                 |                    |                  | 2               |                 |                     |
| Golden West C.C.                           |                  |                 |                    |                  | 2               |                 |                     |
| Orange Coast C.C.                          |                  |                 |                    |                  | 2               |                 |                     |
| Rancho Santiago C.C. District <sup>1</sup> | NEA              | 21 ft<br>347 pt |                    |                  | 2               | 1               | 6/30/88             |
| 17 *University of San Francisco            | AFT              | 375             | 1981               | 1985             | 4               | 1               | 12/30/88            |
| <b><u>CONNECTICUT</u></b>                  |                  |                 |                    |                  |                 |                 |                     |
| Connecticut Community College System       | Ind./AAUP        | 900 pt          | 1985               |                  | 2               | 12              | 6/30/89             |
| Assnuntuck C.C.                            |                  |                 |                    |                  | 2               |                 |                     |
| Greater Hartford C.C.                      |                  |                 |                    |                  | 2               |                 |                     |
| Housatonia Regional C.C.                   |                  |                 |                    |                  | 2               |                 |                     |
| Manchester C.C.                            |                  |                 |                    |                  | 2               |                 |                     |
| Mattatuck C.C.                             |                  |                 |                    |                  | 2               |                 |                     |
| Middlesex C.C.                             |                  |                 |                    |                  | 2               |                 |                     |
| Mohegan C.C.                               |                  |                 |                    |                  | 2               |                 |                     |
| Northwestern Connecticut C.C.              |                  |                 |                    |                  | 2               |                 |                     |
| Quinebaug Valley C.C.                      |                  |                 |                    |                  | 2               |                 |                     |
| South Central C.C.                         |                  |                 |                    |                  | 2               |                 |                     |
| Tunxis C.C.                                |                  |                 |                    |                  | 2               |                 |                     |

| Institution | Bargaining Agent | Unit Size | Cur. Agent Elected | Initial Contract | 2/4 Yr. College | No. of Campuses | Contract Expiration |
|-------------|------------------|-----------|--------------------|------------------|-----------------|-----------------|---------------------|
|-------------|------------------|-----------|--------------------|------------------|-----------------|-----------------|---------------------|

#### DISTRICT OF COLUMBIA

|                     |       |    |      |      |   |   |      |
|---------------------|-------|----|------|------|---|---|------|
| American University | ELIFA | 18 | 1982 | 1982 | 4 | 1 | 4/88 |
|---------------------|-------|----|------|------|---|---|------|

#### MAINE

|                               |           |     |      |     |   |   |  |
|-------------------------------|-----------|-----|------|-----|---|---|--|
| University of Maine System    | PATFA/AFT | 288 | 1986 | --- | 4 | 7 |  |
| Univ. of Maine                |           |     |      |     | 4 |   |  |
| Univ. of Maine - Augusta      |           |     |      |     | 4 |   |  |
| Univ. of Maine - Farmington   |           |     |      |     | 4 |   |  |
| Univ. of Maine - Fort Kent    |           |     |      |     | 4 |   |  |
| Univ. of Maine - Machias      |           |     |      |     | 4 |   |  |
| Univ. of Maine - Presque Isle |           |     |      |     | 4 |   |  |
| Univ. of Southern Maine       |           |     |      |     | 4 |   |  |

#### MASSACHUSETTS

|                                        |              |       |      |      |   |    |         |
|----------------------------------------|--------------|-------|------|------|---|----|---------|
| *Berklee College of Music              | AFT          | 54    | 1985 | 1986 | 4 | 1  | 6/1/89  |
| Massachusetts Community College System | NEA/MTA/MCCC | 1,800 | 1986 | ---  | 2 | 15 |         |
| Southeastern Massachusetts University  | AFT          | 30    | 1985 | 1986 | 4 | 1  | 6/30/89 |

#### MICHIGAN

|                                           |     |    |      |  |   |   |         |
|-------------------------------------------|-----|----|------|--|---|---|---------|
| Northern Michigan University <sup>2</sup> | NEA | 29 | 1980 |  | 2 | 1 | 8/25/89 |
|-------------------------------------------|-----|----|------|--|---|---|---------|

| Institution                       | Bargaining Agent        | Unit Size | Cur. Agent Elected | Initial Contract | 2/4 Yr. College | No. of Campuses | Contract Expiration |
|-----------------------------------|-------------------------|-----------|--------------------|------------------|-----------------|-----------------|---------------------|
| <b><u>NEW YORK</u></b>            |                         |           |                    |                  |                 |                 |                     |
| Cornell University, ILR           | NYSUT                   | 200 pt    | 1981               | 1981             | 4               | 3               | 8/31/89             |
| Long Island Campus                |                         |           |                    |                  | 4               |                 |                     |
| New York City Campus              |                         |           |                    |                  | 4               |                 |                     |
| Westchester/Rockland Campus       |                         |           |                    |                  | 4               |                 |                     |
| Dutchess Community College        | NEA<br>(NYSUT/AFT 1985) | 250       | 1987               | 1987             | 2               | 1               | 8/31/90             |
| Long Island University, C.W. Post | NYEA/NEA                | 1,000     | 1978               | 1979             | 4               | 1               | 10/31/87            |
| Nassau Community College          | NYSUT/AFT               | 834       | 1974               | 1974             | 2               | 1               | 9/30/84             |
| Orange County Community College   | Ind.                    | 55        | 1969               | 1969             | 2               | 1               | 8/31/84             |
| <b><u>OREGON</u></b>              |                         |           |                    |                  |                 |                 |                     |
| Mount Hood Community College      | OEA                     | 400       | 1982               |                  | 2               | 1               | 6/30/88             |
| Portland Community College        | OFT/AFT                 | 693       | 1984               | 1986             | 2               | 3               | 9/14/88             |
| Cascade Campus                    |                         |           |                    |                  | 2               |                 |                     |
| Rock Creek Campus                 |                         |           |                    |                  | 2               |                 |                     |
| Sylvania Campus                   |                         |           |                    |                  | 2               |                 |                     |
| Portland State University         | AFT                     | 200       | 1978               | 1979             | 4               | 1               | 6/30/89             |
| <b><u>PENNSYLVANIA</u></b>        |                         |           |                    |                  |                 |                 |                     |
| Community College of Philadelphia | AFT                     | 625       | 1978               | 1983             | 2               | 1               | 8/31/90             |



| Institution                   | Bargaining Agent | Unit Size | Cur. Agent Elected | Initial Contract | 2/4 Yr. College | No. of Campuses | Contract Expiration |
|-------------------------------|------------------|-----------|--------------------|------------------|-----------------|-----------------|---------------------|
| <u>RHODE ISLAND</u>           |                  |           |                    |                  |                 |                 |                     |
| Rhode Island School of Design | NEA              | 146       | 1980               |                  | 4               | 1               | 6/30/87             |

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#### FOOTNOTES

1. Continuing Education Faculty
2. Skills Center Faculty
3. Staff and Chairmen

FACULTY COLLECTIVE BARGAINING  
AT CANADIAN UNIVERSITIES

## FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES\*

| Institution              | Affiliation       | Unit<br>Size | Cur. Agent<br>Elected | Initial<br>Contract++ | Contract<br>Expiration** |
|--------------------------|-------------------|--------------|-----------------------|-----------------------|--------------------------|
| <b>ALBERTA***</b>        |                   |              |                       |                       |                          |
| University of Alberta    | CAUT <sup>1</sup> | 2,034        | 1982                  |                       | Annual                   |
| University of Athabasca  | CAUT              | 97           | 1982                  |                       | Annual                   |
| University of Calgary    | CAUT              | 1,220        | 1982                  |                       | 6/30/89                  |
| University of Lethbridge | CAUT              | 237          | 1982                  |                       | Annual                   |
| <b>MANITOBA</b>          |                   |              |                       |                       |                          |
| Brandon University       | CAUT              | 184          | 1978                  | 1978                  | 3/31/88                  |
| Saint Boniface           | ACPU/MGEA         | 43           | 1983                  | 1977                  | 3/31/85                  |
| University of Manitoba   | CAUT              | 1,170        | 1974                  | 1975                  | 3/31/87                  |
| University of Winnipeg   | CAUT              | 244          | 1981                  | 1982                  | 3/31/86                  |
| <b>NEW BRUNSWICK</b>     |                   |              |                       |                       |                          |
| Universite du Moncton    | ACPU              | 305          | 1976                  | 1977                  | 6/30/86                  |

| Institution                    | Affiliation | Unit<br>Size | Cur. Agent<br>Elected | Initial<br>Contract++ | Contract<br>Expiration** |
|--------------------------------|-------------|--------------|-----------------------|-----------------------|--------------------------|
| <u>NEW BRUNSWICK</u> (Cont'd.) |             |              |                       |                       |                          |
| Mount Allison University       | CAUT        | 156          | 1982                  | 1984                  | 6/30/88                  |
| St. Thomas University          | CAUT        | 69           | 1976                  | 1977                  | 6/30/88                  |
| Saint-Louis Maillet            | ACPU        | 40           | 1972                  | 1972                  | 8/31/88                  |
| Shippagan                      | ACPU        | 24           | 1978                  | 1978                  | 6/30/88                  |
| University of New Brunswick    | CAUT        | 555          | 1979                  | 1980                  | 6/30/88                  |

NOVA SCOTIA

|                                           |      |     |      |      |         |
|-------------------------------------------|------|-----|------|------|---------|
| Acadia University                         | CAUT | 217 | 1976 | 1977 | 7/89    |
| Dalhousie University                      | CAUT | 718 | 1978 | 1978 | 6/30/88 |
| Nova Scotia College of Arts<br>and Design | CAUT | 32  | 1985 | 1985 | 6/30/88 |
| Saint Mary's University                   | CAUT | 200 | 1974 | 1974 | 8/31/88 |
| o Professional Librarians                 | CAUT | 7   | 1974 | 1974 | 8/31/88 |
| Technical University of N.S.              | CAUT | 105 | 1980 | 1980 | 6/30/89 |
| Universite Sainte-Anne                    | ACPU | 24  | 1982 |      | 6/30/87 |
| University College of Cape Breton         | CAUT | 61  | 1975 | 1976 | 6/30/86 |

| Institution                     | Affiliation        | Unit<br>Size | Cur. Agent<br>Elected | Initial<br>Contract++ | Contract<br>Expiration** |
|---------------------------------|--------------------|--------------|-----------------------|-----------------------|--------------------------|
| <u>ONTARIO</u>                  |                    |              |                       |                       |                          |
| Algoma University College       | CAUT               | 28           | 1976                  | 1980                  | 6/30/88                  |
| Algonquin Community College     | OPSEU <sup>5</sup> | 675          | 1971                  | 1971                  | 8/30/87                  |
| Cambrian Community College      | OPSEU              | 330          | 1971                  | 1971                  | 8/31/87                  |
| Canadore Community College      | OPSEU              | 160          | 1971                  | 1971                  | 8/31/87                  |
| Carleton University             | CAUT               | 636          | 1975                  | 1975                  | 4/30/88                  |
| Centennial Community College    | OPSEU              | 460          | 1971                  | 1971                  | 8/31/87                  |
| Conestoga Community College     | OPSEU              | 330          | 1971                  | 1971                  | 8/31/87                  |
| Confederation Community College | OPSEU              | 210          | 1971                  | 1971                  | 8/31/87                  |
| Durham Community College        | OPSEU              | 194          | 1971                  | 1971                  | 8/31/87                  |
| Fanshawe Community College      | OPSEU              | 550          | 1971                  | 1971                  | 8/31/87                  |
| George Brown Community College  | OPSEU              | 600          | 1971                  | 1971                  | 8/31/87                  |
| Georgian Community College      | OPSEU              | 250          | 1971                  | 1971                  | 8/31/87                  |
| Hearst University               | ACPU               | 12           | 1982                  | 1983                  | 6/30/89                  |
| Humber Community College        | OPSEU              | 525          | 1971                  | 1971                  | 8/31/87                  |
| Lakehead University             | CAUT               | 273          | 1979                  | 1981                  | 6/30/90                  |
| o Professional Librarians       | CAUT               | 11           | 1979                  | 1981                  | 6/30/90                  |
| Lambton Community College       | OPSEU              | 110          | 1971                  | 1971                  | 8/31/87                  |
| Laurentian University           | CAUT               | 265          | 1979                  | 1980                  | 6/30/89                  |

| Institution                                   | Affiliation | Unit<br>Size | Cur. Agent<br>Elected | Initial<br>Contract++ | Contract<br>Expiration** |
|-----------------------------------------------|-------------|--------------|-----------------------|-----------------------|--------------------------|
| <b>ONTARIO (Cont'd.)</b>                      |             |              |                       |                       |                          |
| Loyalist Community College                    | OPSEU       | 180          | 1971                  | 1971                  | 8/31/87                  |
| Mohawk Community College                      | OPSEU       | 560          | 1971                  | 1971                  | 8/31/87                  |
| Niagara Community College                     | OPSEU       | 280          | 1971                  | 1971                  | 8/31/87                  |
| Northern Community College                    | OPSEU       | 140          | 1971                  | 1971                  | 8/31/87                  |
| Ontario Institute for Studies<br>in Education | CAUT        | 135          | 1977                  | 1977                  | 6/30/88                  |
| Ryerson Polytechnical<br>Institute            | None        | 590          | 1964                  | 1966                  | 7/1/89                   |
| St. Clair Community College                   | OPSEU       | 325          | 1971                  | 1971                  | 8/31/87                  |
| St. Lawrence Community College                | OPSEU       | 200          | 1971                  | 1971                  | 8/31/87                  |
| Sault Community College                       | OPSEU       | 170          | 1971                  | 1971                  | 8/31/87                  |
| Seneca Community College                      | OPSEU       | 540          | 1971                  | 1971                  | 8/31/87                  |
| Sheridan Community College                    | OPSEU       | 350          | 1971                  | 1971                  | 8/31/87                  |
| Sir Sandford Fleming Community<br>College     | OPSEU       | 250          | 1971                  | 1971                  | 8/31/87                  |
| Trent University                              | CAUT        | 198          | 1980                  | 1981                  | 6/30/90                  |
| University of Ottawa                          | CAUT        | 931          | 1975                  | 1976                  | 4/30/90                  |
| University of Windsor                         | CAUT        | 515          | 1977                  | 1976                  | 6/30/90                  |
| York University                               | CAUT        | 1,000        | 1977                  | 1976                  | 4/30/89                  |

| Institution                                       | Affiliation              | Unit<br>Size | Cur. Agent<br>Elected | Initial<br>Contract++ | Contract<br>Expiration** |
|---------------------------------------------------|--------------------------|--------------|-----------------------|-----------------------|--------------------------|
| <b>QUEBEC</b>                                     |                          |              |                       |                       |                          |
| Bishop's University                               | FAPUQ <sup>2</sup> /CAUT | 90           | 1976                  | 1976                  | 12/31/86                 |
| Concordia University                              | FAPUQ/CAUT               | 885          | 1981                  | 1981                  | 5/31/89                  |
| Ecole Polytechnique                               | FAPUQ/ACPU               | 170          | 1979                  | 1979                  | 5/30/85                  |
| Institut Armand Frappier                          | FAPUQ/ACPU               | 36           | 1979                  | 1980                  | 3/31/89                  |
| Institut National de la<br>Recherche Scientifique | CEQ <sup>3</sup>         | 55           | 1973                  | 1973                  | 11/30/89                 |
| Universite Laval                                  | ACPU                     | 1,025        | 1975                  | 1977                  | 5/30/88                  |
| 18 Universite de Montreal                         | FAPUQ/ACPU               | 1,200        | 1975                  | 1975                  | 5/31/87                  |
| Universite de Quebec a<br>Chicoutimi              | CEQ                      | 210          | 1979                  | 1979                  | 2/28/89                  |
| Universite du Quebec a<br>Hull                    | None                     | 105          | 1980                  | 1980                  | 2/28/89                  |
| Universite du Quebec a<br>Montreal                | CSN <sup>4</sup>         | 900          | 1971                  | 1971                  | 2/28/89                  |
| Universite du Quebec<br>dans l'Ouest              | CEQ                      | 58           | 1982                  | 1982                  | 2/28/89                  |
| Universite du Quebec a<br>Rimouski                | CSN                      | 150          | 1973                  | 1973                  | 2/28/89                  |
| Universite du Quebec a<br>Trois-Rivieres          | FAPUQ/ACPU               | 300          | 1971                  | 1971                  | 2/28/89                  |
| Universite de Sherbrook                           | FAPUQ/ACPU               | 337          | 1974                  | 1976                  | 6/30/87                  |
| o Engineers                                       | FAPUQ/ACPU               | 64           | 1970                  | 1983                  | 6/30/87                  |



| Institution                | Affiliation | Unit<br>Size | Cur. Agent<br>Elected | Initial<br>Contract++ | Contract<br>Expiration** |
|----------------------------|-------------|--------------|-----------------------|-----------------------|--------------------------|
| <b><u>SASKATCHEWAN</u></b> |             |              |                       |                       |                          |
| St. Thomas More College    | CAUT        | 42           | 1977                  | 1977                  | 6/30/86                  |
| University of Regina       | CAUT        | 550          | 1977                  | 1977                  | 6/30/89                  |
| o Admin./Tech./Support     | CAUT        | 80           | 1978                  | 1978                  | 6/30/89                  |
| o Campion College          | CAUT        | 12           | 1977                  | 1977                  | 6/30/89                  |
| o Luther College           | CAUT        | 14           | 1977                  | 1977                  | 6/30/89                  |
| University of Saskatchewan | None        | 980          | 1977                  | 1977                  | 6/30/86                  |

**TOTAL FACULTY MEMBERS**

82 Under provisions of provincial  
labor legislation at Canadian  
Universities.

26,255 (excluding CSN and CEQ affiliates)

SPECIAL PLAN BARGAINING: CANADIAN UNIVERSITIES\*\*\*\*

| Institution                 | Affiliation | Bargaining<br>Unit Size | Provisions                                                                                                                                                                                                                        |
|-----------------------------|-------------|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <u>BRITISH COLUMBIA</u>     |             |                         |                                                                                                                                                                                                                                   |
| British Columbia            | CAUT        | 1,741                   | Annual monetary negotiations culminating in interest arbitration (conventional) pursuant to a "Framework Agreement" for bargaining; provides as well for the negotiation of subsidiary agreements on "Conditions of Appointment." |
| Simon Fraser                | CAUT        | 468                     | Some terms and conditions negotiable, others may not be unilaterally altered. Annual monetary negotiations culminating in interest arbitration (conventional).                                                                    |
| <u>ONTARIO</u>              |             |                         |                                                                                                                                                                                                                                   |
| Toronto                     | CAUT        | 1,658                   | Special Plan addresses many terms and conditions, either expressly or by reference to prevailing practice; annual monetary negotiations culminating in arbitration.                                                               |
| Guelph                      | CAUT        | 543                     | Comprehensive agreement on terms and conditions of employment; annual salary and benefit negotiations culminating in mediation.                                                                                                   |
| <u>PRINCE EDWARD ISLAND</u> |             |                         |                                                                                                                                                                                                                                   |
| Prince Edward Island        | CAUT        | 127                     | Annual monetary negotiations culminating in interest arbitration (Final Offer Selection) pursuant to a framework document; other terms and conditions not part of Special Plan Bargaining arrangement.                            |

#### FOOTNOTES

\* Information provided by Canadian Association of University Teachers, Ottawa. Most local associations have independent bargaining agent status. CAUT does not hold certificates.

Collective bargaining under provisions of provincial labor legislation.

\*\* Contract expiration dates have been extended in several provinces by wage control legislation.

\*\*\* Statutory recognition in 1982.

\*\*\*\* Faculty association and Board of Governors engage in bargaining outside the scope of labor legislation.

1. Canadian Association of University Teachers/Association Canadienne des professeurs.

2. Federation des associations de professeurs des universites du Quebec.

3. Centrale de l'enseignement du Quebec.

4. Confederation des syndicats nationaux.

5. Ontario Public Service Employees Union.

SUMMARY OF ELECTIONS, UNITED STATES  
JANUARY 1 - DECEMBER 31, 1987

# SUMMARY OF ELECTIONS - 1987

## A. AGENTS ELECTED

| Institution                                              | State | Unit Size | Vote                                           | Agent Elected | 2/4 Year College |
|----------------------------------------------------------|-------|-----------|------------------------------------------------|---------------|------------------|
| New Jersey State College System<br>(Part-time)           | NJ    | 105       | AFT-56<br>No Agent-9                           | AFT           | 4                |
| University of Pittsburgh<br>(Part-time & Librarians)     | PA    | 1000      | AAUP/AFT-292<br>No Agent-232<br>Challenged-202 | Still Pending | 4                |
| University of Wisconsin-Madison<br>(Teaching Assistants) | WI    | 2227      | TAA/AFT-969<br>No Agent-640<br>Challenged-49   | TAA/AFT       | 4                |
| Vermont State College<br>(Part-time)                     | VT    | 76        | AFT-63<br>No Agent-7                           | AFT           | 4                |

## B. CHANGE IN AGENT STATUS

| Institution                                             | State | Unit Size         | Vote                                   | New Agent | Former Agent | 2/4 Year College |
|---------------------------------------------------------|-------|-------------------|----------------------------------------|-----------|--------------|------------------|
| Dutchess Community College<br>(Faculty)                 | NY    | 209               | NEA-87<br>NYSUT/AFT-7<br>Abstentions-2 | NEA       | NYSUT/AFT    | 2                |
| Dutchess Community College<br>(Adjunct Faculty)         | NY    | 250               | *                                      | NEA       | NYSUT/AFT    | 2                |
| Mercer County Community College<br>(Professional Staff) | NJ    | 92                | AFT-60<br>NJEA-12                      | AFT       | NEA          | 2                |
| San Diego Community College                             | CA    | 461 ft<br>1970 pt | AFT-335<br>NEA-275                     | AFT       | NEA          | 2                |
| Temple University                                       | PA    | 1052              | Affiliation<br>Merger                  | AAUP/AFT  | AAUP         | 4                |

\* No Vote: Parties agreed to be bound by vote of full-time faculty bargaining unit.

SUMMARY OF ELECTIONS - 1987 - Continued

C. CHALLENGE TO AGENT STATUS

| Institution                | State | Unit Size | Vote               | Challenging Agent | 2/4 Year College |
|----------------------------|-------|-----------|--------------------|-------------------|------------------|
| Los Rios Community College | CA    | 1346      | AFT-632<br>NEA-313 | NEA               | 2                |

D. AGENTS DECERTIFIED

| Institution                                           | State | Unit Size | Vote | Agent Decertified | 2/4 Year College |
|-------------------------------------------------------|-------|-----------|------|-------------------|------------------|
| 87 WY*Curry College                                   | MA    |           | N/A  | AAUP              | 4                |
| Y*Fairleigh Dickinson University                      | NJ    |           | N/A  | AAUP              | 4                |
| WLansing Community College<br>(Administrative Assoc.) | MI    |           | N/A  | NEA               | 2                |
| WRutgers State University of N.J.<br>(Part-time)      | NJ    |           | N/A  | Ind.              | 4                |
| W*University of Dubuque Seminary                      | IA    |           | N/A  | NEA               | 4                |

SUMMARY OF ELECTIONS - 1987 - Continued

E. NO AGENT VOTES

| Institution          | State | Unit Size | Vote                                    | Agent<br>Defeated | 2/4 Year<br>College |
|----------------------|-------|-----------|-----------------------------------------|-------------------|---------------------|
| University of Kansas | KS    | 1017      | No Agent-440<br>NEA/KEA-216<br>AAUP-191 | NEA/KEA, AAUP     | 4                   |

F. FIRST CONTRACTS SIGNED IN 1987

| Institution                               | State | Unit Size | Agent  | Contract<br>Expiration | 2/4 Year<br>College |
|-------------------------------------------|-------|-----------|--------|------------------------|---------------------|
| College of Insurance                      | NY    | 12        | AAUP   | 9/90                   | 4                   |
| Dutchess Community College (Adjunct Fac.) | NY    | 250       | NEA    | 8/31/90                | 2                   |
| Santa Barbara Community College           | CA    | 500       | Ind.   | 12/31/89               | 2                   |
| University of Washington (Nursing Staff)  | WA    | 400       | 1199NW | 5/89                   | 4                   |



STATISTICAL ANALYSIS

## "HOW WE COUNT"

Due to the peculiarities of the demographics of collective bargaining in higher education, we continue to receive queries as to the methods we employ to "count". Set forth below are several explanations as to our "counting" process which, we hope, will be of value to the reader.

1. INSTITUTIONS: Institutions are identified as colleges and universities that may be autonomous entities having a single campus (University of Montana), or as multi-campus systems (California State University) which bargain collectively as one. Each institution is represented by a single agent and is counted as one agent and/or one contract. The current volume of the Directory shows 466 institutions involved in faculty collective bargaining. However, this figure embraces 1028 campuses. In the example of SUNY, although there are 34 campuses, for the purposes of the Directory this is tabulated as one institution, one agent and 34 campuses.

2. CAMPUSES: To present another demographic perspective, we also have included a campus "count". Campuses are defined in accordance with the National Cener for Education Statistics measure as having the following characteristics: a permanent administration, offer programs at least two years in length, and are located in a community different from parent institutions so as not to be within commuting distance. Using SUNY once again, the 34 campuses include the State University Colleges at Buffalo, New Paltz and Potsdam, etc., however, all are covered by a single agreement. Our own college, Baruch, is one of the 20 campuses included in CUNY and while reflected in the campus count is subsumed under CUNY in the institution count.

3. TWO YEAR/FOUR YEAR: Those institutions that contain two- and four-year colleges within the same system, such as CUNY, are recorded as four-year institutions. However, the two-year components are tabulated as such under the campus count. For example, Queensborough Community College is shown as a unionized two-year campus but its collective bargaining agreement status is subsumed as one of the 20 campuses under one institution, CUNY.

**Table One**  
**Faculty Bargaining Agents and Collective Bargaining Agreements**  
**Public and Private Institutions, 1974-1987**

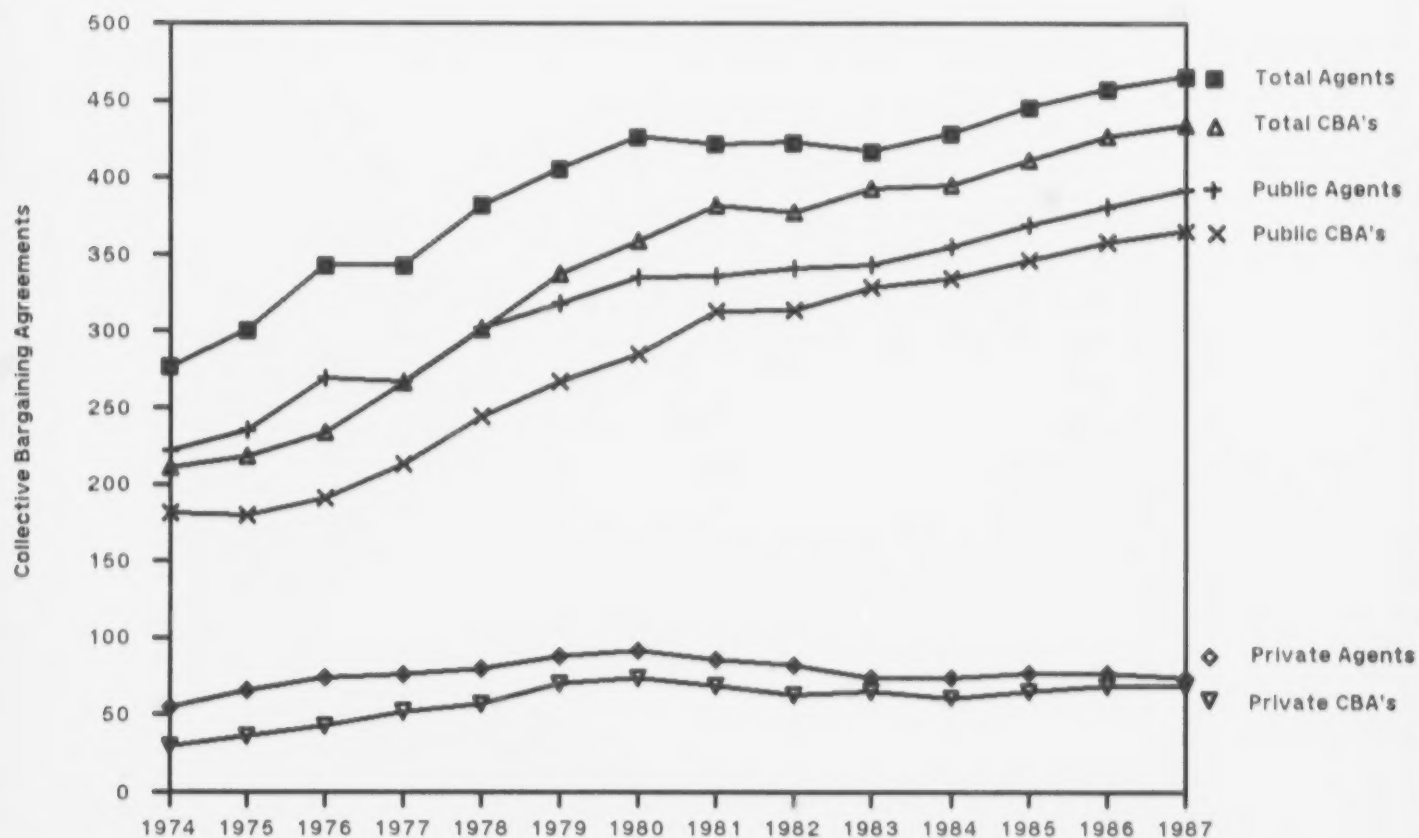


**Table Two**  
**Faculty Bargaining Agents and Collective Bargaining Agreements**  
**in Two- and Four-Year Institutions, 1974-1987**

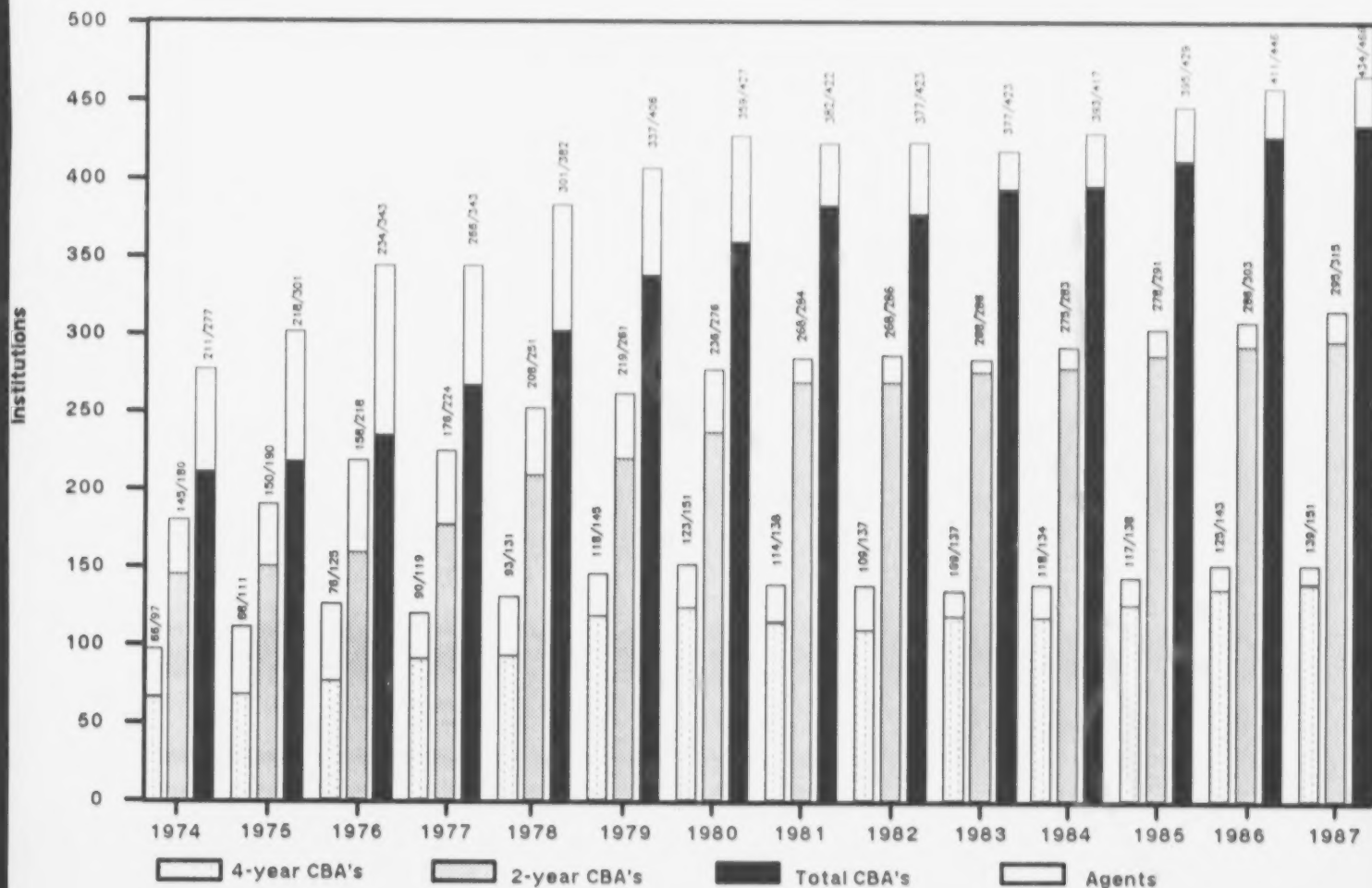
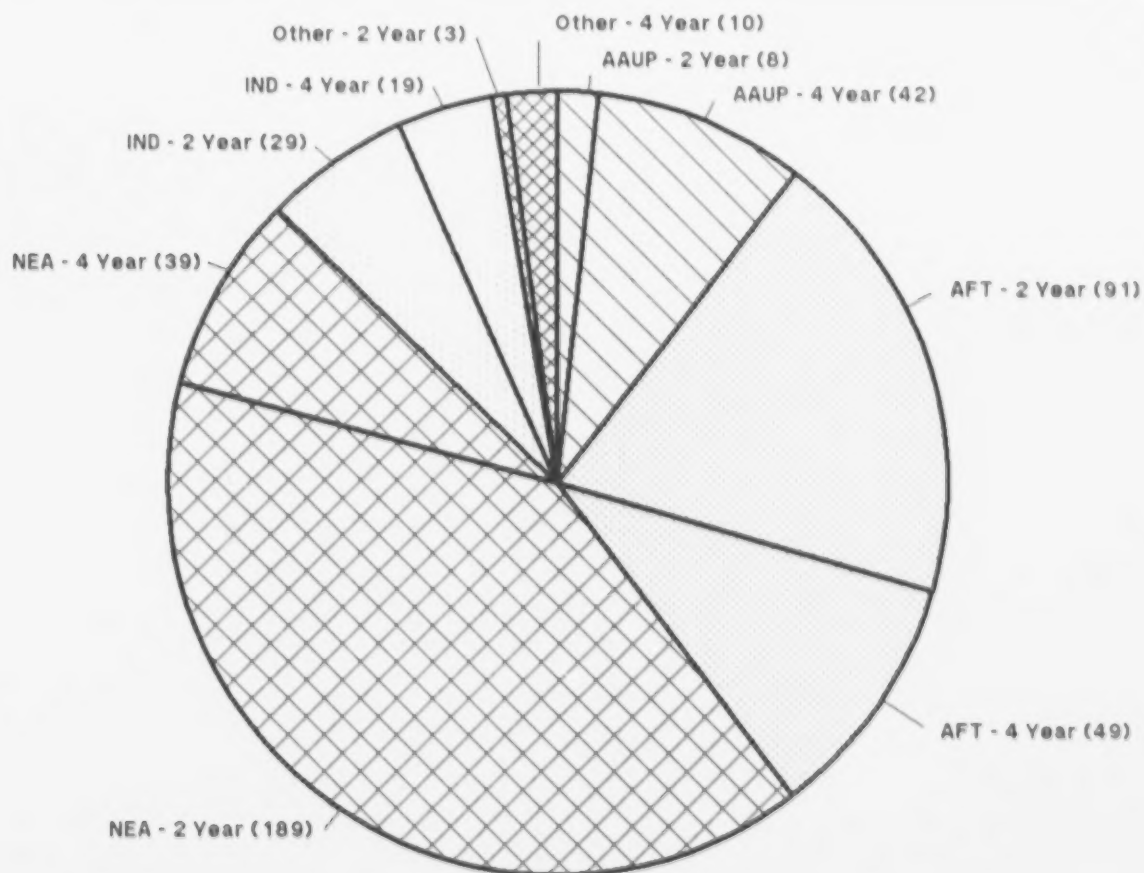


**Table Three**  
**Recognized Faculty Bargaining Agents**  
**in Two- and Four-Year Institutions, 1988**

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Dual agent affiliation membership status credited to  
both institutions

TABLE FOUR  
 RECOGNIZED FACULTY BARGAINING AGENTS -- PUBLIC AND PRIVATE  
 1988

|                                     | YEAR | AAUP | AFT | NEA | IND | AAUP/<br>AFT | AFT/<br>NEA | AAUP/<br>NEA | AFT/<br>IND | AAUP/<br>IND | NEA/<br>IND | AFGE | AFSCME | OTHER | TOTAL |
|-------------------------------------|------|------|-----|-----|-----|--------------|-------------|--------------|-------------|--------------|-------------|------|--------|-------|-------|
| <b>PUBLIC INSTITUTIONS</b>          | 4    | 21   | 25  | 22  | 7   | 2            | 0           | 2            | 1           | 0            | 1           | 2    | 1      | 4     | 88    |
|                                     | 2    | 3    | 85  | 183 | 25  | 1            | 1           | 1            | 0           | 2            | 0           | 0    | 2      | 1     | 304   |
| <b>TOTAL</b>                        |      | 24   | 110 | 205 | 32  | 3            | 1           | 3            | 1           | 2            | 1           | 2    | 3      | 5     | N=392 |
| <b>PRIVATE INSTITUTIONS</b>         | 4    | 16   | 20  | 14  | 8   | 0            | 0           | 0            | 1           | 1            | 0           | 0    | 0      | 3     | 63    |
|                                     | 2    | 1    | 4   | 4   | 2   | 0            | 0           | 0            | 0           | 0            | 0           | 0    | 0      | 0     | 11    |
| <b>TOTAL</b>                        |      | 17   | 24  | 18  | 10  | 0            | 0           | 0            | 1           | 1            | 0           | 0    | 0      | 3     | N=74  |
| <b>SUMMARY OF RECOGNIZED AGENTS</b> | 4    | 37   | 45  | 36  | 15  | 2            | 0           | 2            | 2           | 1            | 1           | 2    | 1      | 7     | 151   |
|                                     | 2    | 4    | 89  | 187 | 27  | 1            | 1           | 1            | 0           | 2            | 0           | 0    | 2      | 1     | 315   |
| <b>TOTAL</b>                        |      | 41   | 134 | 223 | 42  | 3            | 1           | 3            | 2           | 3            | 1           | 2    | 3      | 8     | N=466 |

TABLE FIVE

FACULTY COLLECTIVE BARGAINING AGREEMENTS  
1988

|                                         | YEAR | AAUP | AFT | NEA | IND | AAUP/<br>AFT | AFT/<br>NEA | AAUP/<br>NEA | AFT/<br>IND | AAUP/<br>IND | NEA/<br>IND | AFGE | AFSCME | OTHER | TOTAL |
|-----------------------------------------|------|------|-----|-----|-----|--------------|-------------|--------------|-------------|--------------|-------------|------|--------|-------|-------|
| <b>PUBLIC INSTITUTIONS</b>              | 4    | 20   | 22  | 21  | 5   | 2            | 0           | 2            | 1           | 0            | 1           | 2    | 1      | 4     | 81    |
|                                         | 2    | 3    | 80  | 168 | 25  | 1            | 1           | 1            | 0           | 2            | 0           | 0    | 2      | 1     | 284   |
| <b>TOTAL</b>                            |      | 23   | 102 | 189 | 30  | 3            | 1           | 3            | 1           | 2            | 1           | 2    | 3      | 5     | N=365 |
| <b>PRIVATE INSTITUTIONS</b>             | 4    | 16   | 20  | 12  | 6   | 0            | 0           | 0            | 1           | 1            | 0           | 0    | 0      | 2     | 58    |
|                                         | 2    | 1    | 4   | 4   | 2   | 0            | 0           | 0            | 0           | 0            | 0           | 0    | 0      | 0     | 11    |
| <b>TOTAL</b>                            |      | 17   | 24  | 16  | 8   | 0            | 0           | 0            | 1           | 1            | 0           | 0    | 0      | 2     | N=69  |
| <b>SUMMARY OF BARGAINING AGREEMENTS</b> | 4    | 36   | 42  | 33  | 11  | 2            | 0           | 2            | 2           | 1            | 1           | 2    | 1      | 6     | 139   |
|                                         | 2    | 4    | 84  | 172 | 27  | 1            | 1           | 1            | 0           | 2            | 0           | 0    | 2      | 1     | 295   |
| <b>TOTAL</b>                            |      | 40   | 126 | 205 | 38  | 3            | 1           | 3            | 2           | 3            | 1           | 2    | 3      | 7     | N=434 |



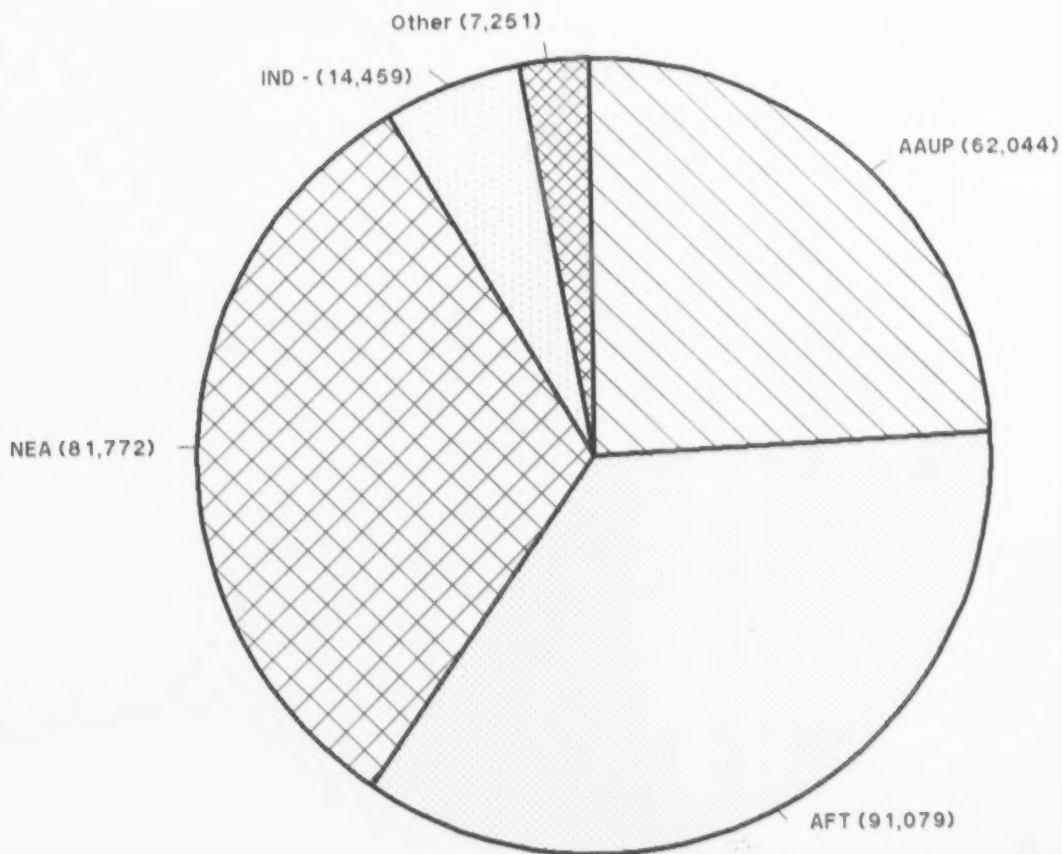
TABLE SIX

## ANALYSIS OF BARGAINING AGENTS &amp; COLLECTIVE BARGAINING AGREEMENTS

|                                        | YEAR | AAUP | AFT | NEA | IND | AAUP/<br>AFT | AFT/<br>NEA | AAUP/<br>NEA | AFT/<br>IND | AAUP/<br>IND | NEA/<br>IND | AFGE | AFSCME | OTHER | TOTAL |
|----------------------------------------|------|------|-----|-----|-----|--------------|-------------|--------------|-------------|--------------|-------------|------|--------|-------|-------|
| RECOGNIZED<br>AGENTS                   | 4    | 37   | 45  | 36  | 15  | 2            | 0           | 2            | 2           | 1            | 1           | 2    | 1      | 7     | 151   |
|                                        | 2    | 4    | 89  | 187 | 27  | 1            | 1           | 1            | 0           | 2            | 0           | 0    | 2      | 1     | 315   |
| TOTAL                                  |      | 41   | 134 | 223 | 42  | 3            | 1           | 3            | 2           | 3            | 1           | 2    | 3      | 8     | N=466 |
| COLLECTIVE<br>BARGAINING<br>AGREEMENTS | 4    | 36   | 42  | 33  | 11  | 2            | 0           | 2            | 2           | 1            | 1           | 2    | 1      | 6     | 139   |
|                                        | 2    | 4    | 84  | 172 | 27  | 1            | 1           | 1            | 0           | 2            | 0           | 0    | 2      | 1     | 295   |
| TOTAL                                  |      | 40   | 126 | 205 | 38  | 3            | 1           | 3            | 2           | 3            | 1           | 2    | 3      | 7     | N=434 |
| BARGAINING UNITS<br>WITHOUT AGREEMENTS |      | 1    | 8   | 18  | 4   | 0            | 0           | 0            | 0           | 0            | 0           | 0    | 0      | 1     | N=32  |

**Table Seven**  
**Faculty Represented by Certified Bargaining Agents, 1988**

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Dual agent affiliation membership status credited to  
both organizations

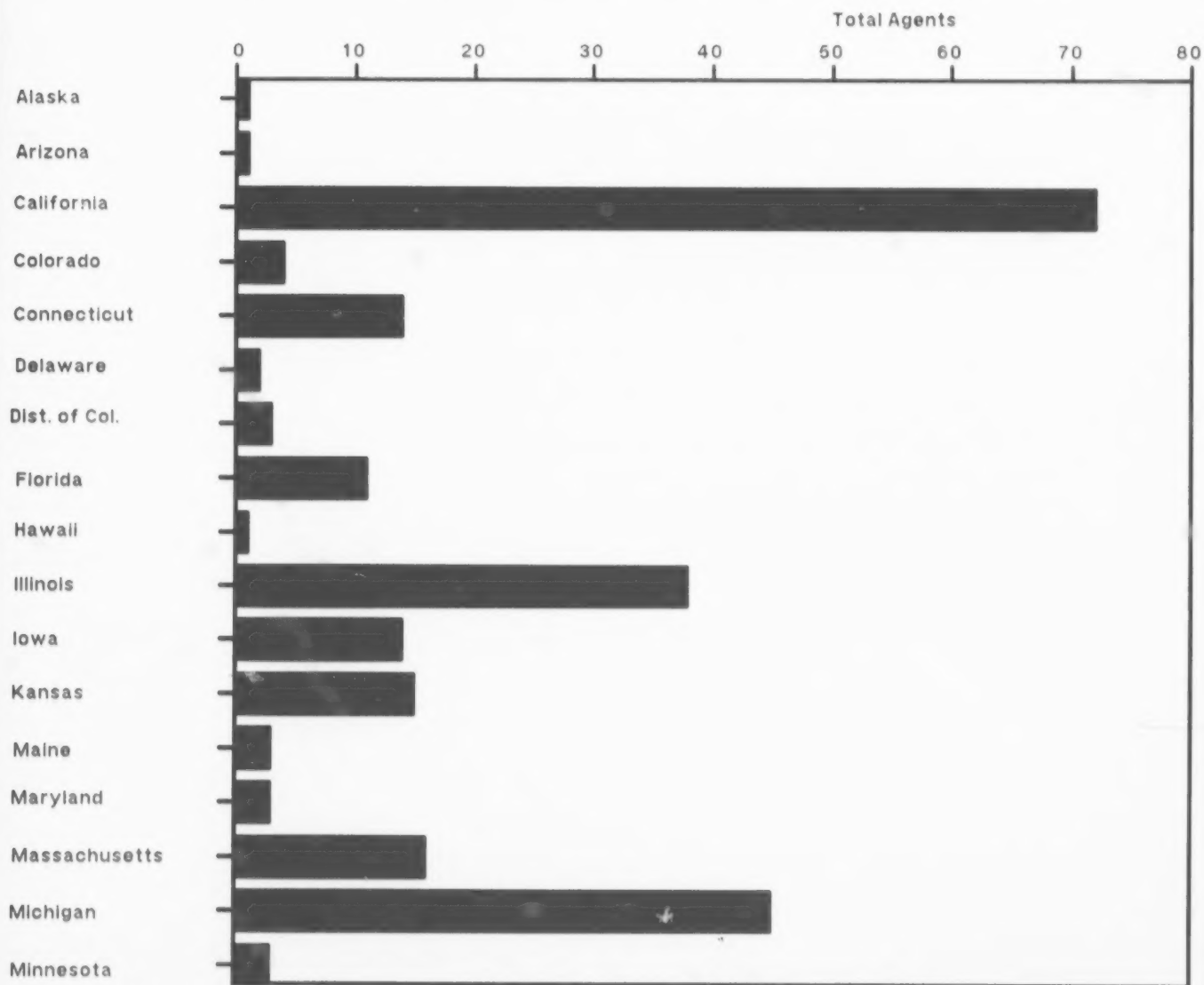
TABLE EIGHT<sup>1</sup>

FACULTY REPRESENTED BY CERTIFIED BARGAINING AGENTS  
IN PUBLIC AND PRIVATE, TWO- AND FOUR-YEAR INSTITUTIONS  
1988

|                            | YEAR  | AAUP   | AFT    | NEA    | IND   | AAUP/<br>AFT | AFT/<br>NEA | AAUP/<br>NEA | AFT/<br>IND | AAUP/<br>IND | NEA/<br>IND | AFGE | AFSCME | OTHER | TOTAL   |
|----------------------------|-------|--------|--------|--------|-------|--------------|-------------|--------------|-------------|--------------|-------------|------|--------|-------|---------|
| PUBLIC                     | 4     | 17,724 | 38,012 | 19,718 | 2,203 | 15,573       | 0           | 21,948       | 1,500       | 0            | 550         | 110  | 0      | 6,300 | 123,638 |
|                            | 2     | 818    | 32,458 | 36,957 | 6,884 | 110          | 223         | 285          | 0           | 1,850        | 0           | 0    | 125    | 396   | 80,106  |
|                            | TOTAL | 18,542 | 70,470 | 56,675 | 9,087 | 15,683       | 223         | 22,233       | 1,500       | 1,850        | 550         | 110  | 125    | 6,696 | 203,744 |
| PRIVATE                    | 4     | 2,698  | 2,785  | 1,990  | 422   | 0            | 0           | 0            | 35          | 858          | 0           | 0    | 279    | 41    | 9,108   |
|                            | 2     | 180    | 383    | 101    | 157   | 0            | 0           | 0            | 0           | 0            | 0           | 0    | 0      | 0     | 821     |
|                            | TOTAL | 2,878  | 3,168  | 2,091  | 579   | 0            | 0           | 0            | 35          | 858          | 0           | 0    | 279    | 41    | 9,929   |
| SUMMARY<br>OF UNIT<br>SIZE | 4     | 20,422 | 40,797 | 21,708 | 2,625 | 15,573       | 0           | 21,948       | 1,535       | 858          | 550         | 110  | 279    | 6,341 | 132,746 |
|                            | 2     | 998    | 32,841 | 37,058 | 7,041 | 110          | 223         | 285          | 0           | 1,850        | 0           | 0    | 125    | 396   | 80,927  |
|                            | TOTAL | 21,420 | 73,638 | 58,766 | 9,666 | 15,683       | 223         | 22,233       | 1,535       | 2,708        | 550         | 110  | 404    | 6,737 | 213,673 |

<sup>1</sup> Represents both full-time and part-time faculty members included in certified bargaining units.  
No distinction is made with respect to union membership.

**Table Nine**  
**Geographic Distribution of Faculty Bargaining Agents, 1988**



(Table Nine continued)

Total Agents

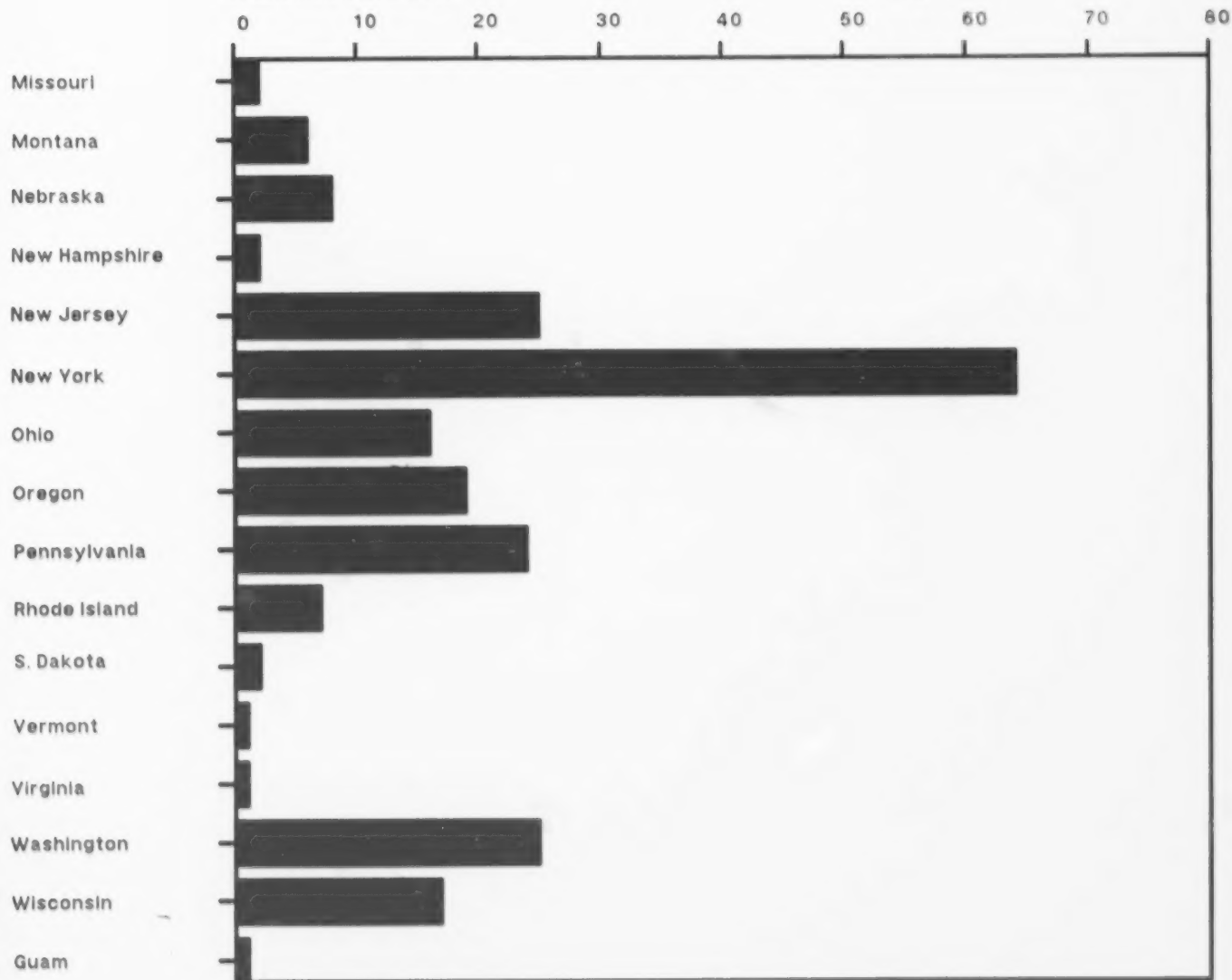


TABLE TEN

GEOGRAPHIC DISTRIBUTION OF BARGAINING AGENTS AND COLLECTIVE  
BARGAINING AGREEMENTS IN TWO- AND FOUR-YEAR INSTITUTIONS  
1988

| State                | 4-Year           |     | 2-Year           |     | Total            |     |
|----------------------|------------------|-----|------------------|-----|------------------|-----|
|                      | Agents/Contracts |     | Agents/Contracts |     | Agents/Contracts |     |
| Alaska               | 0                | 0   | 1                | 1   | 1                | 1   |
| Arizona              | 0                | 0   | 1                | 1   | 1                | 1   |
| California           | 12               | 11  | 60               | 57  | 72               | 68  |
| Colorado             | 3                | 2   | 1                | 0   | 4                | 2   |
| Connecticut          | 9                | 9   | 5                | 5   | 14               | 14  |
| Delaware             | 2                | 2   | 0                | 0   | 2                | 2   |
| District of Columbia | 3                | 3   | 0                | 0   | 3                | 3   |
| Florida              | 3                | 2   | 8                | 7   | 11               | 9   |
| Hawaii               | 1                | 1   | 0                | 0   | 1                | 1   |
| Illinois             | 1                | 1   | 37               | 27  | 38               | 28  |
| Iowa                 | 2                | 2   | 12               | 12  | 14               | 14  |
| Kansas               | 1                | 1   | 14               | 14  | 15               | 15  |
| Maine                | 2                | 1   | 1                | 1   | 3                | 2   |
| Maryland             | 1                | 0   | 2                | 2   | 3                | 2   |
| Massachusetts        | 11               | 9   | 5                | 4   | 16               | 13  |
| Michigan             | 17               | 16  | 28               | 28  | 45               | 44  |
| Minnesota            | 2                | 2   | 1                | 1   | 3                | 3   |
| Missouri             | 1                | 1   | 1                | 1   | 2                | 2   |
| Montana              | 4                | 4   | 2                | 2   | 6                | 6   |
| Nebraska             | 3                | 2   | 5                | 5   | 8                | 7   |
| New Hampshire        | 2                | 2   | 0                | 0   | 2                | 2   |
| New Jersey           | 8                | 8   | 17               | 17  | 25               | 25  |
| New York             | 24               | 22  | 40               | 40  | 64               | 62  |
| Ohio                 | 8                | 8   | 8                | 7   | 16               | 15  |
| Oregon               | 6                | 6   | 13               | 12  | 19               | 18  |
| Pennsylvania         | 10               | 9   | 14               | 14  | 24               | 23  |
| Rhode Island         | 6                | 6   | 1                | 1   | 7                | 7   |
| South Dakota         | 2                | 2   | 0                | 0   | 2                | 2   |
| Vermont              | 1                | 1   | 0                | 0   | 1                | 1   |
| Virginia             | 1                | 1   | 0                | 0   | 1                | 1   |
| Washington           | 2                | 2   | 23               | 21  | 25               | 23  |
| Wisconsin            | 2                | 2   | 15               | 15  | 17               | 17  |
| Guam                 | 1                | 1   | 0                | 0   | 1                | 1   |
| TOTAL                | 151              | 139 | 315              | 295 | 466              | 434 |

TABLE ELEVEN

STATUS OF PUBLIC SECTOR COLLECTIVE BARGAINING LEGISLATION<sup>1</sup>

| STATE                | Date of Legislation<br>or Amendment                       |
|----------------------|-----------------------------------------------------------|
| Alaska               | 1972                                                      |
| Arizona              | Governing Boards <sup>2</sup>                             |
| California           | 1975 (2 yr.); 1978 (4 yr.)                                |
| Connecticut          | 1975                                                      |
| Delaware             | 1970 <sup>3</sup>                                         |
| District of Columbia | 1978 <sup>3</sup>                                         |
| Florida              | 1974                                                      |
| Hawaii               | 1970 (amend. 1975)                                        |
| Illinois             | 1983                                                      |
| Iowa                 | 1974                                                      |
| Kansas               | 1970 (2 yr.) (amend. 1974)                                |
| Maine                | 1974 (2 yr. voc. tech.) (amend. 1975)<br>1975 (all other) |
| Maryland             | Governing Boards                                          |
| Massachusetts        | 1974                                                      |
| Michigan             | 1973 (amend. 1976)                                        |
| Minnesota            | 1971 (amend. 1976, 1980)                                  |
| Montana              | 1973 (amend. 1975)                                        |
| Nebraska             | 1972                                                      |
| Nevada               | Governing Boards                                          |
| New Hampshire        | 1975                                                      |
| New Jersey           | 1974 (amend.)                                             |
| New York             | 1967                                                      |
| Ohio                 | 1983                                                      |
| Oregon               | 1963 (2 yr.) (amend. 1975)                                |
| Pennsylvania         | 1970                                                      |
| Rhode Island         | 1958 (amend. 1973)                                        |
| South Dakota         | 1969 (amend. 1974)                                        |
| Vermont              | 1972 (amend. 1975)                                        |
| Washington           | 1973 (2 yr.) 1987 (2 yr.) <sup>4</sup>                    |
| Wisconsin            | 1966 (2 yr.) (amend. 1974) (T.A.'s 1985)                  |

<sup>1</sup> Public institutions only. Authority to engage in collective bargaining has existed since 1970 in private institutions under the National Labor Relations Act. See Introduction for discussion of pending legislation.

<sup>2</sup> No legislation. Governing Boards enacted policy enabling collective bargaining at institution. Not general for state institutions of higher education as a whole.

<sup>3</sup> Prior to 1978, Governing Boards policy enabled collective bargaining.

<sup>4</sup> The 1973 legislation was a "meet and confer" ruling. The 1987 bill authorizes collective bargaining.



TABLE TWELVE  
SUMMARY OF DECERTIFICATIONS<sup>1</sup>

| Year                    | Institution                                   | State | 2/4   | Unit<br>Size | Agent | Year<br>Agent Elected |
|-------------------------|-----------------------------------------------|-------|-------|--------------|-------|-----------------------|
| 1976                    | *New England College                          | NH    | 4     |              | AFT   |                       |
| 1977                    | *Jamestown College                            | ND    | 4     |              | NEA   |                       |
| 1980                    | Delaware Technical & CC                       | DE    | 2     | 230          | NEA   | 1974                  |
| 1980(Y) <sup>2</sup>    | *Catholic Univ. of America<br>Law School      | DC    | Grad. | 22           | Ind.  | 1977                  |
| 1980(Y)                 | *Yeshiva University                           | NY    | 4     | 200          | Ind.  | 1976                  |
| 1981(W)                 | *Goddard College                              | VT    | 4     | 10           | AFT   | 1975                  |
| 1981(Y)(W) <sup>3</sup> | *Mount Vernon College                         | DC    | 4     | 25           | AAUP  | 1977                  |
| 1981(Y)                 | *Salem College                                | WV    | 4     | 64           | NEA   | 1979                  |
| 1981(W)                 | Southwestern Michigan Coll.                   | MI    | 2     | 35           | NEA   | 1969                  |
| 1981(Y)                 | *University of Albuquerque                    | NM    | 4     |              | AFT   | 1982                  |
| 1982(Y)(W)              | *Ashland College                              | OH    | 4     | 82           | AAUP  | 1972                  |
| 1982(Y)(W)              | *Curry College                                | MA    | 4     | 95           | AAUP  | 1979                  |
| 1982(Y)(W)              | *Daemen College                               | NY    | 4     | 80           | AAUP  | 1979                  |
| 1982(Y)(W)              | *Drury College                                | MO    | 4     | 60           | AAUP  | 1979                  |
| 1982(Y)                 | *College of Osteopathic<br>Medicine & Surgery | IA    | 4     | 65           | AFT   | 1975                  |
| 1982(Y)                 | *Ithaca College                               | NY    | 4     | --           | AFT   | 1978                  |
| 1982(Y)                 | *Stevens Institute of Tech.                   | NJ    | 4     | 109          | AAUP  | 1976                  |
| 1982(Y)                 | *Thiel College                                | PA    | 4     | 63           | AAUP  | ----                  |
| 1982(Y)                 | *Wagner College                               | NY    | 4     | 105          | AFT   | 1979                  |
| 1983(Y)                 | *Ohio Northern University                     | OH    | 4     | 145          | NEA   | 1979                  |
| 1983(Y)                 | *Seton Hall University                        | NJ    | 4     | 350          | AFT   | 1982                  |
| 1983(Y)                 | *Stephens College                             | MO    | 4     | 120          | AFT   | 1979                  |
| 1983(Y)                 | *University of New Haven                      | CT    | 4     | 130          | AFT   | 1979                  |
| 1984(Y)                 | *Boston University                            | MA    | 4     | 860          | AAUP  | 1975                  |
| 1984(Y)                 | *Polytechnic Institute of NY                  | NY    | 4     | 220          | AAUP  | 1971                  |
| 1985(Y)                 | *Lewis University                             | IL    | 4     | 97           | Ind.  | 1975                  |
| 1985                    | *Cottey College                               | MO    | 2     | 30           | AFT   | 1976                  |
| 1987                    | *U. of Dubuque Seminary                       | IA    | 2     | 13           | NEA   | 1973                  |
| 1987(Y)                 | *Curry College                                | MA    | 4     | 89           | AAUP  | 1979                  |
| 1987(Y)                 | *Fairleigh Dickinson Univ.                    | NJ    | 2/4   | 495          | AAUP  | 1974                  |
| 1987(W)                 | Rutgers Univ. (Part-time)                     | NJ    | 4     | 80           | Ind.  | 1978                  |
| 1987                    | Lansing C.C. (Admin. Assn.)                   | MI    | 2     | 60           | Ind.  | 1977                  |

<sup>1</sup> For purposes of this listing, decertifications are defined as those instances in which a bargaining agent election is lost by the certified agent to "No-Agent" or when the NLRB or appropriate state agency determines that the certified agent is no longer "representative." Those instances in which the certified agent was challenged by a competing organization and subsequently lost its certificate are not considered technical decertifications and are listed under "Change in Agent Status."

<sup>2</sup> Y - Results of Yeshiva litigation.

<sup>3</sup> W - Union voluntarily withdrew its certification.

TABLE THIRTEEN

## ROSTER OF INSTITUTIONS AFFECTED BY THE YESHIVA DECISION

| Institution                            | State | Unit<br>Size | Agent Status                    | Year<br>Agent Elected |
|----------------------------------------|-------|--------------|---------------------------------|-----------------------|
| Adrian College                         | MI    | 56           | NEA-C <sup>1</sup>              | '75                   |
| American International College         | MA    | -            | AAUP-P <sup>1</sup>             | -                     |
| American Univ. English Lang. Institute | DC    | 37           | ELIFA-C <sup>1</sup>            | '82                   |
| Ashland College                        | OH    | 82           | AAUP-D <sup>1</sup>             | '72                   |
| Boston University                      | MA    | 860          | AAUP-D                          | '75                   |
| Bradford College                       | MA    | 29           | NA <sup>2</sup>                 | '82                   |
| Catholic Univ. of America Law School   | DC    | 22           | IND-D                           | '77                   |
| College of Osteopathic Medicine        | IA    | 65           | AFT-D                           | '76                   |
| Cooper Union                           | NY    | 55           | AFT-NM <sup>1</sup>             | '74                   |
| Curry College                          | MA    | 95           | AAUP-W <sup>1</sup>             | '79                   |
| Daemen College                         | NY    | 80           | AAUP-W                          | '79                   |
| Drury College                          | MO    | 60           | AAUP-W                          | '79                   |
| Duquesne Univ. Law School              | PA    | 26           | Faculty Assn.-D                 | -                     |
| Fairleigh Dickinson University         | NJ    | 495          | AAUP-D                          | '74                   |
| Florida Memorial College               | FL    | 40           | UFF/AFT-C                       | '79                   |
| Ithaca College                         | NY    | -            | NYSUT/AFT-D                     | '78                   |
| Kendall School of Design               | MI    | 50           | NEA-D/P                         | '74                   |
| Lewis & Clark Community College        | IL    | 75           | NEA-C                           | '79                   |
| Lewis University                       | IL    | 97           | IND-C                           | '75                   |
| Livingstone College                    | NC    | 77           | AFT-P                           | -                     |
| Long Island Univ.-Brooklyn             | NY    | 250          | AFT-C                           | '76                   |
| Long Island Univ.-C.W. Post            | NY    | 350          | AFT-C                           | '76                   |
| Long Island Univ.-Coll. of Pharmacy    | NY    | 25           | AAUP-C                          | '78                   |
| Long Island Univ.-Southampton          | NY    | 72           | AFT-C                           | '76                   |
| Loretto Heights College                | CO    | 100          | NEA-C                           | '72                   |
| Marymount College of Virginia          | VA    | 51           | NEA-C                           | '75                   |
| Milton College                         | WI    | 35           | AFT <sup>3</sup> -School Closed | '82 '79               |
| Montefiore Hosp./Medical Center        | NY    | -            | NA <sup>3</sup>                 | -                     |
| Mount Allison University               | CAN   | 122          | CAUT-C                          | '82                   |
| Mount Vernon College                   | DC    | 25           | AAUP-W                          | '77                   |
| Nasson College                         | ME    | 30           | AFT <sup>5</sup> -School Closed | '82 '77               |
| New York Medical College               | NY    | -            | NA <sup>5</sup>                 | -                     |
| Ohio Northern University               | OH    | 145          | NEA-D                           | '79                   |
| Parsons School of Design               | NY    | -            | AFT <sup>6</sup>                | -                     |
| Polytechnic Institute of NY            | NY    | 220          | AAUP-D                          | '71                   |
| Pratt Institute of NY                  | NY    | 470          | AFT-C                           | '71                   |
| Puerto Rico Jr. College                | PR    | -            | IND-C                           | '75                   |
| Rio Grande College                     | OH    | 76           | IND-W                           | '76                   |
| Saint Joseph College                   | ME    | 27           | NEA-P                           | -                     |
| Saint Theresa College                  | MN    | -            | NA <sup>4</sup>                 | -                     |
| Salem College                          | WV    | 64           | NEA-D                           | '79                   |
| Seattle University                     | WA    | -            | AAUP-W                          | -                     |
| Seton Hall University                  | NJ    | -            | AFT-D                           | '82                   |
| Simon's Rock of Bard College           | MA    | 27           | AFT-W                           | '84                   |

TABLE THIRTEEN (Continued)

| Institution                             | State | Unit<br>Size | Agent/Status | Year<br>Agent Elected |
|-----------------------------------------|-------|--------------|--------------|-----------------------|
| <b>ROSTER OF INSTITUTIONS (Cont'd.)</b> |       |              |              |                       |
| Southern Oregon State College           | OR    | 193          | IND-NM       | '73                   |
| Stephens College                        | MO    | 120          | AFT-D        | '79                   |
| Stephens Inst./Acad. of Art Coll.       | CA    | -            | IND          | '76                   |
| Stevens Institute of Technology         | NJ    | 109          | AAUP-D       | '76                   |
| Thiel College                           | PA    | 63           | AAUP-D       | -                     |
| University of Alaska                    | AK    | -            | NEA-C        | '82                   |
| University of Albuquerque               | NM    | -            | AFT-D        | -                     |
| University Central De Bayamon           | PR    | -            | UPU-C        | -                     |
| University of Dubuque                   | IA    | 60           | NEA-P        | '73                   |
| University of New Haven                 | CT    | 130          | AFT-D        | '76                   |
| University of Pittsburgh                | PA    | 1250         | AAUP/AFT-M   | -                     |
| Villanova University                    | PA    | -            | AAUP-W       | -                     |
| Wagner College                          | NY    | 105          | AFT-D        | '79                   |
| Witchita State University               | KS    | -            | KEA-C        | -                     |
| Wilberforce University                  | OH    | 49           | AAUP-C       | '79                   |
| Yeshiva University                      | NY    | 200          | IND-D        | '76                   |

1. C= Current  
D/P= Decertified Pending Appeal  
D= Decertified  
P= Pending Litigation  
NA= "No Agent" Elected  
W= Agent Withdrew  
M= Managerial  
NM= Nonmanagerial
2. "No Agent" defeated IBT in 1982.
3. "No Agent" defeated NYS Fed. Phy.-Dentists in 1982.
4. "No Agent" defeated AAUP in 1980.
5. "No Agent" defeated NYS. Fed. Phy.-Dentists in 1982.
6. Election overturned; new election held in 1987 with "No-Agent" winning.

TABLE FOURTEEN  
COLLEGE CLOSINGS<sup>1</sup>

| Institution                                        | State | Agent | Unit Size | 2/4 Year | Closing Date |
|----------------------------------------------------|-------|-------|-----------|----------|--------------|
| *Central YMCA Community College                    | IL    | AFT   | 80        | 2        | 1983         |
| *Colorado Women's College                          | CO    | AAUP  | 42        | 4        | 1982         |
| *Detroit Institute of Technology                   | MI    | NEA   | 34        | 4        | 1981         |
| *Milton College                                    | WI    | AFT   | 35        | 4        | 1982         |
| *Nasson College                                    | ME    | AFT   | 30        | 4        | 1983         |
| *Shaw College at Detroit <sup>2</sup>              | MI    | NEA   | 37        | 4        | 1983         |
| Springfield Campus - University<br>of South Dakota | SD    | NEA   | --        | 4        | 1984         |

<sup>1</sup>Institution previously cited in the Directory as having negotiated collective bargaining agreements.

<sup>2</sup>U. S. Bankruptcy Court judge orders permanent closing of institution. (March, 1984)

## TABLE FIFTEEN

### BARGAINING AGENTS CITED IN THIS DIRECTORY

|                        |                                                                           |
|------------------------|---------------------------------------------------------------------------|
| AAUP                   | American Association of University Professors                             |
| ACCF                   | Associated Community College Faculties                                    |
| ACPU                   | Association Canadian des Professeur's d'Universite                        |
| AEA                    | Arizona Education Association                                             |
| AFA                    | Adjunct Faculty Association                                               |
| AFGE                   | American Federation of Government Employees                               |
| AFSCME                 | American Federation of State, County and Municipal Employees              |
| AFT                    | American Federation of Teachers                                           |
| APA                    | Association of Professional Administrators                                |
| APSCUF                 | Association of Pennsylvania State College and University<br>Faculties     |
| CAUT                   | Canadian Association of University Teachers                               |
| CCCEA                  | Central Community College Education Association                           |
| CCCTU                  | Cook County College Teachers Union                                        |
| CEQ                    | Centrale de l'Enseignement du Quebec                                      |
| CFA                    | California Faculty Association                                            |
| CFT                    | California Federation of Teachers                                         |
| CNA                    | California Nurses Association                                             |
| CSEA                   | California State Employees Association                                    |
| CSN                    | Confederation des Syndicats Nationaux                                     |
| CTA                    | California Teachers Association                                           |
| CWA                    | Communication Workers of America                                          |
| ECCFF                  | Edison Community College Faculty Federation                               |
| ELIFA                  | English Language Institute Faculty Association                            |
| FAC                    | Florida Academic Congress                                                 |
| FAPUQ                  | Federations des Associations de Professeurs des Universities<br>du Quebec |
| FUSA                   | Faculty United Service Association                                        |
| GFT                    | Guam Federation of Teachers                                               |
| IBT                    | International Brotherhood of Teamsters                                    |
| IEA                    | Illinois Education Association                                            |
| IFO                    | Inter-Faculty Organization                                                |
| IFT                    | Illinois Federation of Teachers                                           |
| IND                    | Independent                                                               |
| KEA                    | Kansas Education Association                                              |
| MCCC                   | Massachusetts Community College Council                                   |
| MCCFA                  | Minnesota Community College Faculty Association                           |
| MEA                    | Michigan Education Association                                            |
| MEA                    | Minnesota Education Association                                           |
| MFT                    | Michigan Federation of Teachers                                           |
| MGEA                   | Manitoba Government Employees Association                                 |
| MSP                    | Massachusetts Society of Professors                                       |
| MTA                    | Maine Teachers Association                                                |
| MTA                    | Massachusetts Teachers Association                                        |
| NCCFT                  | Nassau Community College Federation of Teachers                           |
| NEA                    | National Education Association                                            |
| NJEA                   | New Jersey Education Association                                          |
| NYEA                   | New York Educator's Association                                           |
| NYS Fed. Phy.<br>Dent. | New York State Federation of Physicians and<br>Dentists                   |

BARGAINING AGENTS (cont'd.)

|         |                                                               |
|---------|---------------------------------------------------------------|
| NYSUT   | New York State United Teachers                                |
| OEA     | Ohio Education Association                                    |
| OEA     | Oregon Education Association                                  |
| OFT     | Oregon Federation of Teachers                                 |
| OPAP    | Organization of Professional Administration Personnel         |
| OPEIU   | Office of Professional Employees International Union          |
| OPSEU   | Ontario Public Service Employees Union                        |
| PaFT    | Pennsylvania Federation of Teachers                           |
| PCCEA   | Pima Community College Education Association                  |
| PCFA    | Post College Faculty Association                              |
| PSC     | Professional Staff Congress                                   |
| PSEA    | Penn State Education Association                              |
| SCEA    | State Colleges Education Association (Nebraska)               |
| SCFA    | Santa Cruz Faculty Association                                |
| SEIU    | Service Employees' International Union                        |
| SPSE    | Society of Professional Scientists and Engineers              |
| SRFBC   | Simon's Rock Faculty Bargaining Council                       |
| TAA     | Teaching Assistants Association                               |
| UAPD    | Union of American Physicians and Dentists                     |
| UCCFF   | United Community College Faculty of Florida                   |
| UEA     | University Education Association                              |
| UFF     | United Faculty of Florida                                     |
| UFL     | University Federation of Librarians                           |
| UHPA    | United Hawaii Professional Assembly                           |
| UPC     | United Professors of California                               |
| UPI     | United Professionals of Illinois                              |
| UPU     | Union De Profesores Universitarios                            |
| UUP     | United University Professions                                 |
| WEA     | Washington Education Association                              |
| WEA     | Wisconsin Education Association                               |
| WFT     | Wisconsin Federation of Teachers                              |
| 1199 NW | National Union of Hospital and Health Care Employees, AFL-CIO |

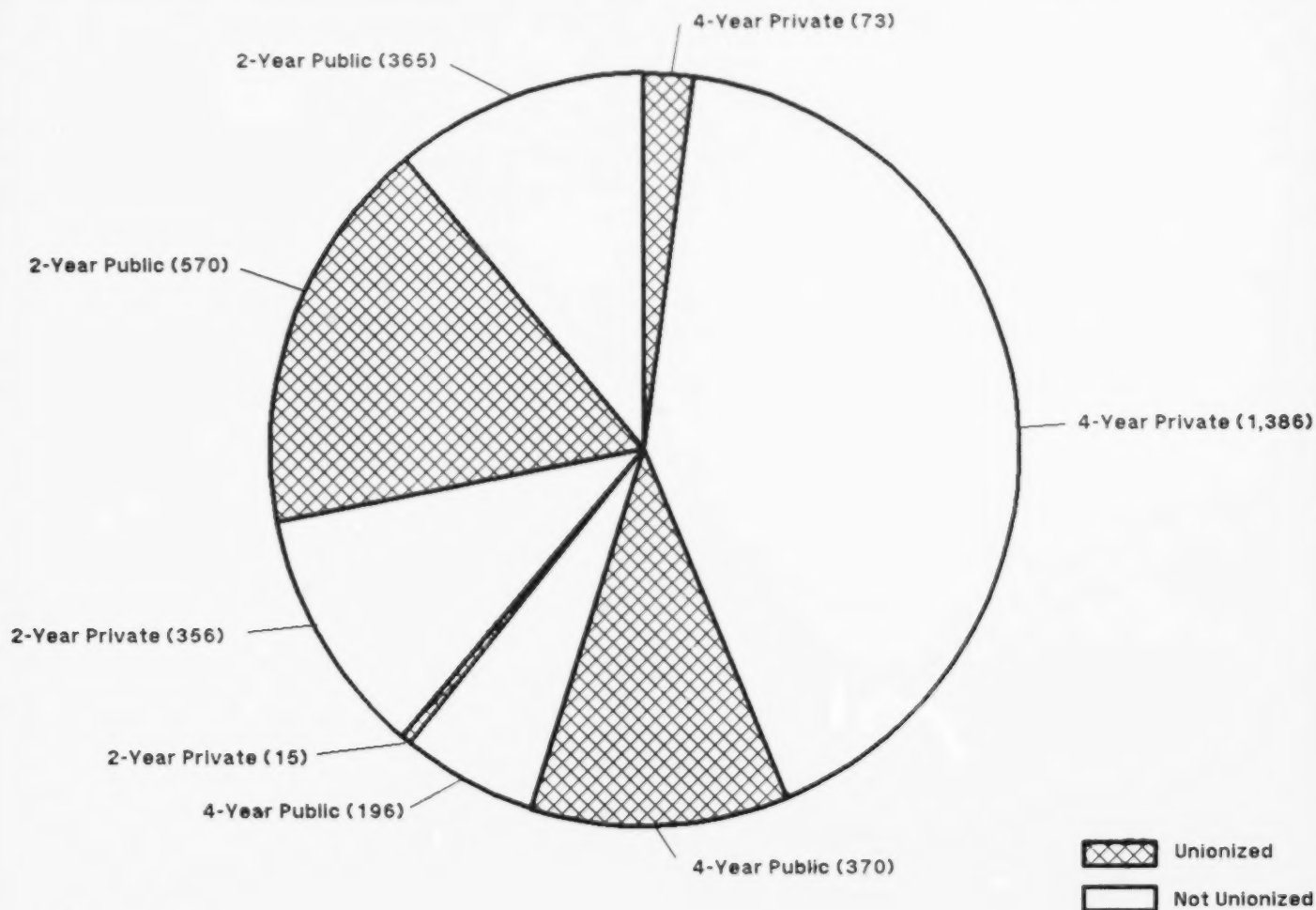
TABLE SIXTEEN

**CAMPUSES REPRESENTED BY RECOGNIZED FACULTY  
BARGAINING AGENTS - PUBLIC AND PRIVATE  
1988**

|                         | YEAR | AAUP | AFT | NEA | IND | AAUP/AFT/<br>AFT NEA | AAUP/<br>NEA | AFT/<br>IND | AAUP/<br>IND | NEA/<br>IND | AFGE | AFSCME | OTHER | TOTAL |         |
|-------------------------|------|------|-----|-----|-----|----------------------|--------------|-------------|--------------|-------------|------|--------|-------|-------|---------|
| PUBLIC<br>INSTITUTIONS  | 4    | 45   | 119 | 74  | 25  | 23                   | 0            | 28          | 19           | 0           | 1    | 2      | 4     | 30    | 370     |
|                         | 2    | 7    | 173 | 314 | 35  | 3                    | 1            | 4           | 0            | 24          | 0    | 0      | 8     | 1     | 570     |
| TOTAL                   |      | 52   | 292 | 388 | 60  | 26                   | 1            | 32          | 19           | 24          | 1    | 2      | 12    | 31    | N=940   |
| PRIVATE<br>INSTITUTIONS | 4    | 18   | 21  | 15  | 8   | 0                    | 0            | 0           | 1            | 2           | 0    | 0      | 0     | 8     | 73      |
|                         | 2    | 4    | 5   | 4   | 2   | 0                    | 0            | 0           | 0            | 0           | 0    | 0      | 0     | 0     | 15      |
| TOTAL                   |      | 22   | 26  | 19  | 10  | 0                    | 0            | 0           | 1            | 2           | 0    | 0      | 0     | 8     | 88      |
| SUMMARY                 | 4    | 63   | 140 | 89  | 33  | 23                   | 0            | 28          | 20           | 2           | 1    | 2      | 4     | 38    | 443     |
|                         | 2    | 11   | 178 | 318 | 37  | 3                    | 1            | 4           | 0            | 24          | 0    | 0      | 8     | 1     | 585     |
| TOTAL                   |      | 74   | 318 | 407 | 70  | 26                   | 1            | 32          | 20           | 26          | 1    | 2      | 12    | 39    | N=1,028 |



**Table Seventeen**  
**The Extent of Faculty Unionization**  
**by Two- and Four-Year Campuses, 1988**



"NO-AGENT" VOTES  
1971 - 1987

**"NO-AGENT" VOTES  
1971 - 1987**

| State                    | Institution                                                                  | Agent Defeated | Year          | 2/4    |
|--------------------------|------------------------------------------------------------------------------|----------------|---------------|--------|
| ALASKA                   | University of Alaska                                                         | NEA            | 1982          | 4      |
| CALIFORNIA               | *California Institute of the Arts                                            | AFT            | 1975-         | 4      |
|                          | Coachella Valley Community College                                           | NEA            | 1978          | 2      |
|                          | College of the Desert                                                        | NEA            | 1979          | 2      |
|                          | Imperial Valley College                                                      | NEA            | 1980          | 2      |
|                          | North Orange County Community College**                                      | NEA            | 1978          | 2      |
|                          | Pasadena City College**                                                      | NEA            | 1977          | 2      |
|                          | Univ. of California-Berkeley                                                 | AAUP           | 1980          | 4      |
|                          | -UCLA                                                                        | Ind.           | 1981          | 4      |
|                          | -Professional Scientist & Engineers of the Lawrence Livermore National Labs. | SPSE/CSEA      | 1983          | 4      |
|                          | *Univ. of San Francisco-College of Professional Studies                      | AFT            | 1983          | 4      |
|                          | University of California-Researchers                                         | AFT            | 1986          | 4      |
|                          |                                                                              |                |               |        |
| COLORADO                 | University of Colorado**<br>. Boulder                                        | AAUP/AFT       | 1975-<br>1980 | 4<br>4 |
| CONNECTICUT              | *Wesleyan University                                                         | AAUP           | 1979          | 4      |
| 204 DISTRICT OF COLUMBIA | *Catholic University of America                                              |                | 1979          | 4      |

| State                             | Institution                       | Agent Defeated | Year  | 2/4 |
|-----------------------------------|-----------------------------------|----------------|-------|-----|
| <b>"NO-AGENT" VOTES (Cont'd.)</b> |                                   |                |       |     |
| FLORIDA                           | Central Florida Community College | NEA            | 1977  | 2   |
|                                   | Florida Junior College            | AFT            | 1975  | 2   |
|                                   | *Jacksonville University          | AAUP           | 1975- | 4   |
|                                   | Miami Dade Junior College         | AFT            | 1975  | 2   |
|                                   |                                   | AFT            | 1984  | 2   |
|                                   | Okaloosa-Walton Junior College    | NEA            | 1975  | 2   |
|                                   | Pensacola Junior College          |                |       |     |
|                                   | (Full & Part-time)                | UFF/AFT        | 1979  | 2   |
|                                   | Polk Community College            | AFT            | 1975  | 2   |
|                                   | Santa Fe Community College        | NEA            | 1976  | 2   |
|                                   | St. Petersburg Junior College     | NEA            | 1977  | 2   |
|                                   | Univ. of Florida-Institute of     |                |       |     |
|                                   | Food and Agric. Science           | Ind.           | 1976  | 4   |
|                                   | Univ. of Florida-Gainesville**    |                | 1980  | 4   |
|                                   | *Univ. of Miami-Coral Gables      | AAUP           | 1974  | 4   |
| ILLINOIS                          | *College of St. Francis           | AFT            | 1975- | 4   |
|                                   | William Rainey Harper College**   | NEA, AFT       | 1976  | 2   |
|                                   | Illinois State University         | AAUP, AFT      | 1986  | 4   |
|                                   | Northern Illinois University      | AAUP, UPI      | 1986  | 4   |
| INDIANA                           | *Butler University                | NEA            | 1977  | 4   |
|                                   | *University of Evansville         | NEA            | 1979  | 4   |
| KANSAS                            | University of Kansas              | NEA            | 1987  | 4   |
| MAINE                             | *Ricker College                   | AFT            | 1975- | 4   |
|                                   | Maine Maritime Academy            | AFT            | 1985  | 4   |
| MASSACHUSETTS                     | *Anna Maria College               | AAUP           | 1978  | 4   |
|                                   | *Bradford College                 | IBT            | 1982  | 4   |

| State                             | Institution                                                                                 | Agent Defeated | Year  | 2/4 |
|-----------------------------------|---------------------------------------------------------------------------------------------|----------------|-------|-----|
| <b>"NO-AGENT" VOTES (Cont'd.)</b> |                                                                                             |                |       |     |
| MASSACHUSETTS<br>(Cont'd.)        | *Curry College**                                                                            | Ind.           | 1975  | 4   |
|                                   | *Dean Junior College                                                                        | AFT            | 1975- | 2   |
|                                   | Holyoke Community College**<br>(subsequently affiliated with<br>NEA under statewide system) | NEA            | 1971  | 2   |
|                                   | *Lasell Junior College                                                                      | AFT            | 1976  | 2   |
|                                   | Massachusetts Maritime Academy                                                              | AFT, NEA       | 1975  | 4   |
|                                   | *Merrimack College                                                                          | NEA            | 1976  | 4   |
|                                   | *New England Conservatory of Music                                                          | AAUP           | 1975  | 4   |
|                                   | *Northeastern University                                                                    | AAUP, NEA      | 1975  | 4   |
|                                   |                                                                                             |                |       |     |
|                                   |                                                                                             |                |       |     |
| MICHIGAN                          | *Albion College                                                                             | AAUP, NEA      | 1975- | 4   |
|                                   | American Institute of Technology                                                            | AAUP           | 1980  | 4   |
|                                   | Grand Valley State Colleges                                                                 | NEA            | 1974  | 4   |
|                                   |                                                                                             | NEA            | 1977  |     |
|                                   |                                                                                             | NEA            | 1980  |     |
|                                   |                                                                                             | NEA            | 1982  |     |
|                                   | *Lawrence Institute of Technology                                                           | AAUP           | 1975- | 4   |
|                                   | Michigan State University                                                                   | AAUP, NEA      | 1972  | 4   |
|                                   |                                                                                             | AAUP, NEA      | 1978  |     |
|                                   |                                                                                             | AAUP, NEA      | 1982  |     |
|                                   | Northern Michigan University**                                                              | NEA            | 1975  | 4   |
|                                   | *University of Detroit**                                                                    | AAUP           | 1975- | 4   |
|                                   |                                                                                             | NEA            | 1975- |     |
| MINNESOTA                         | *Hamline University                                                                         | AAUP           | 1975  | 4   |
|                                   | University of Minnesota                                                                     |                |       | 4   |
|                                   | - Faculty**                                                                                 | AAUP           | 1978  |     |
|                                   | - Law School(Duluth & Twin<br>Cities Campus)                                                |                | 1980  |     |
|                                   | - Health Science(Duluth &<br>Cities Campus)                                                 |                | 1980  |     |
|                                   | - Crookston Campus-Faculty                                                                  |                | 1980  |     |
|                                   | - Minneapolis-St. Paul                                                                      | NEA, AAUP      | 1981  |     |
|                                   | *St. Theresa's College                                                                      | AAUP           | 1980  | 4   |
|                                   |                                                                                             |                |       |     |

| State                             | Institution                            | Agent Defeated | Year  | 2/4 |
|-----------------------------------|----------------------------------------|----------------|-------|-----|
| <b>"NO-AGENT" VOTES (Cont'd.)</b> |                                        |                |       |     |
| MISSOURI                          | *Stephens College**                    | AFT, AAUP      | 1978  | 4   |
|                                   | *Cottey College                        | AFT            | 1985  | 4   |
| MONTANA                           | Montana State University               | AAUP           | 1978  | 4   |
|                                   | University of Montana**                | AAUP, AFT      | 1975  | 4   |
| NEBRASKA                          | University of Nebraska, Lincoln        | AAUP           | 1977  | 4   |
|                                   | Univ. of Nebraska College of Dentistry | Ind.           | 1975  | 4   |
| NEW HAMPSHIRE                     | *Nathaniel Hawthorne College           | AFT            | 1975  | 4   |
|                                   | University System of New Hampshire     |                |       | 4   |
|                                   | - Durham Campus                        | AAUP, NEA      | 1977  |     |
|                                   | - Plymouth Campus                      | AAUP, NEA      | 1977  |     |
| NEW JERSEY                        | *Centenary College for Women           | AAUP           | 1977  | 4   |
|                                   | Somerset County College-Adjunct Unit   | AFT            | 1982  | 2   |
| NEW YORK                          | Corning Community College              | AFT            | 1976  | 2   |
|                                   | *Fordham University (2 elections)      | AAUP           | 1975- | 4   |
|                                   | *Ithaca College**                      | AAUP, AFT      | 1975- | 4   |
|                                   | *Manhattan College                     | AAUP           | 1971  | 4   |
|                                   | *New York University                   | AAUP, AFT      | 1975- | 4   |
|                                   |                                        | AFT            | 1975- |     |
|                                   | *Pace University                       | AAUP           | 1978  | 4   |
|                                   | *Rensselaer Polytechnic Institute      | AAUP           | 1975  | 4   |
|                                   | *Rosary Hill College                   | NEA            | 1975- | 4   |
|                                   | *Saint Joseph's College                | AFT            | 1976  | 4   |
|                                   | *Syracuse University                   | AAUP           | 1975- | 4   |

| State                             | Institution                       | Agent Defeated   | Year  | 2/4 |
|-----------------------------------|-----------------------------------|------------------|-------|-----|
| <b>"NO-AGENT" VOTES (Cont'd.)</b> |                                   |                  |       |     |
| NEW YORK (Cont'd.)                | *Villa Maria College              | AFT              | 1975- | 2   |
|                                   | *New York Medical College         | NYS Fed Phy/Dent | 1982  | 4   |
|                                   | *Montefiore Medical Center        | NYS Fed Phy/Dent | 1982  | 4   |
|                                   | *Paul Smith College               | AFT              | 1985  | 2   |
| NORTH CAROLINA                    | *Barber-Scotia College            | NEA              | 1979  | 4   |
| OHIO                              | *Antioch College                  | AAUP, AFT        | 1975- | 4   |
|                                   | *Baldwin-Wallace College          | AAUP             | 1975- | 4   |
|                                   | Bowling Green State University    | Ind.             | 1979  | 4   |
|                                   | *Oberlin College                  | Ind.             | 1974  | 4   |
|                                   | Ohio University                   | AAUP, NEA        | 1976  | 4   |
|                                   | University of Toledo              | AAUP, AFT        | 1975- | 4   |
| OREGON                            | Eastern Oregon State College      |                  | 1977  | 4   |
|                                   | Oregon Institute of Technology    | Ind.             | 1975  | 4   |
|                                   | Oregon State University           | AAUP, AFT        | 1977  | 4   |
|                                   |                                   | NEA, AAUP        | 1983  |     |
|                                   | Treasure Valley Community College | NEA              | 1977  | 2   |
|                                   | Umpqua Community College          | NEA              | 1979  | 2   |
|                                   | University of Oregon              | AAUP, AFT        | 1977  | 4   |
| PENNSYLVANIA                      | Butler County Community College   | NEA, Ind.        | 1976  | 2   |
|                                   | *King's College                   | AFT, NEA         | 1975- | 4   |
|                                   | Pennsylvania State University     | AAUP, NEA        | 1977  | 4   |
|                                   | *Philadelphia College of Art      | AFT              | 1975- | 4   |
|                                   | *Point Park College               | AAUP             | 1974  | 4   |



| State                             | Institution                                        | Agent Defeated | Year  | 2/4 |
|-----------------------------------|----------------------------------------------------|----------------|-------|-----|
| <b>"NO-AGENT" VOTES (Cont'd.)</b> |                                                    |                |       |     |
| PENNSYLVANIA<br>(Cont'd.)         | *Seton Hill College                                | NEA            | 1975- | 4   |
|                                   | University of Pittsburgh                           | AFT            | 1977  | 4   |
|                                   | Univ. of Pittsburgh Health<br>Professional Schools | AAUP, NEA      | 1975  | 4   |
|                                   | Univ. of Pittsburgh Law School                     | Ind.           | 1975  | 4   |
|                                   | Univ. of Pittsburgh-Provost Unit                   | AAUP, AFT, NEA | 1976  | 4   |
|                                   | *Villanova University                              | AAUP, AFT      | 1975- | 4   |
|                                   | *Waynesburg College                                | NEA            | 1976  | 4   |
|                                   | *Wilson College                                    | PSEA/NEA       | 1977  | 4   |
| RHODE ISLAND                      | *Rhode Island School of Design**                   | AFT            |       | 4   |
| TENNESSEE                         | *Tusculum College                                  | AFT            | 1972  | 4   |
| VERMONT                           | University of Vermont                              | AFT, AAUP, NEA | 1976  | 4   |
|                                   | Community College of Vermont                       | AFT            | 1985  | 2   |
| VIRGINIA                          | *Randolph-Macon College                            | AAUP           | 1973  | 4   |
| WASHINGTON                        | *Seattle University                                | AAUP           | 1975- | 4   |
| WISCONSIN                         | *Northland College**                               | AFT            | 1972  | 4   |

\*Denotes private institution.

For purposes of this Directory, "No-Agent" Votes are defined as elections in which faculty chose not to be represented by a certified collective bargaining agent. At those institutions in which faculty subsequently elected to be represented, the symbol \*\* is used. Information on "No-Agent" Votes conducted prior to 1975 is not readily available, thus for those institutions the year 1975, followed by a dash, -, is used.

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